

Idaho “Cost To You” Worksheet

As an employer, the cost of hiring employees includes paying wages and payroll taxes. Palco charges you at your **individual** employer rate giving you the potentially cheapest rate for your individual situation.

- ✓ Your SUTA rate varies depending on your employer’s experience. Your rate is not blended with other employers, and you are able to fully take advantage of any SUTA rate decreases.
- ✓ Your employer tax rate varies depending on the attendant’s relationship to the employer. You can take full advantage of individual tax exemptions, **so more money goes into the hands of your Employees!**

Default Rate for New Employers with No Exemptions	
Social Security & Medicare (<i>FICA</i>)	7.65%
Federal Unemployment Tax (<i>FUTA</i>)	0.60%
State Unemployment Tax (<i>SUTA</i>)	1.00%**
TOTAL Employer Cost Rate	9.25%
**Default rate for new employers assigned by the ID DOL; <u>Your rate may vary over time.</u>	

Rate with Exemptions	
Relationship to Employer	Total Rate
Child employed by Parent (<i>under the age of 21</i>)	4.19%
Parent, Adoptive Parent and/or Stepparent Employed by an Adult Child	7.65%**
**SUTA is individualized, your rate may be cheaper as you enroll with Palco.	

*Multiply your employee’s hourly rate by the percentage to determine your employer cost to you amount.
 Example: \$15.00 x 1.0419 = \$15.62*

The table below illustrates the cost for a new employer at 9.25%. You should use an **individual percent** that meets your circumstances and multiply the rate by that percent. ****Support Broker Maximum Rate**

Hourly Rate	Cost to You Rate	Hourly Rate	Cost to You Rate	Hourly Rate	Cost to You Rate	Hourly Rate	Cost to You Rate
\$7.25	\$7.92	\$11.00	\$12.02	\$14.75	\$16.11	\$18.50	\$20.21
\$7.50	\$8.19	\$11.25	\$12.29	\$15.00	\$16.39	\$18.72**	\$20.45**
\$7.75	\$8.47	\$11.50	\$12.56	\$15.25	\$16.66	\$18.75	\$20.48
\$8.00	\$8.74	\$11.75	\$12.84	\$15.50	\$16.93	\$19.00	\$20.76
\$8.25	\$9.01	\$12.00	\$13.11	\$15.75	\$17.21	\$19.25	\$21.03
\$8.50	\$9.29	\$12.25	\$13.38	\$16.00	\$17.48	\$19.50	\$21.30
\$8.75	\$9.56	\$12.50	\$13.66	\$16.25	\$17.75	\$19.75	\$21.58
\$9.00	\$9.83	\$12.75	\$13.93	\$16.50	\$18.03	\$20.00	\$21.85
\$9.25	\$10.11	\$13.00	\$14.20	\$16.75	\$18.30	\$20.25	\$22.12
\$9.50	\$10.38	\$13.25	\$14.48	\$17.00	\$18.57	\$20.50	\$22.40
\$9.75	\$10.65	\$13.50	\$14.75	\$17.25	\$18.85	\$20.75	\$22.67
\$10.00	\$10.93	\$13.75	\$15.02	\$17.50	\$19.12	\$21.00	\$22.94
\$10.25	\$11.20	\$14.00	\$15.30	\$17.75	\$19.39	\$21.25	\$23.22
\$10.50	\$11.47	\$14.25	\$15.57	\$18.00	\$19.67	\$21.50	\$23.49
\$10.75	\$11.74	\$14.50	\$15.84	\$18.25	\$19.94	\$21.75	\$23.76

Rate you want not on here? You can pay any rate you want by multiplying the rate by your individual percentage amount. *Example: \$15.00 x 1.0925=\$16.39.*