

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>)	1.231%**
TOTAL Employer Cost Rate	9.481%
<small>**Default rate for new employers assigned by the ID DOL; <u>Your rate may vary over time.</u></small>	

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%**
<small>**SUTA is individualized, your rate may be cheaper as you enroll with Palco.</small>	

*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 9.48%. 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	\$7.94	\$11.00	\$12.04	\$14.75	\$16.15	\$18.50	\$20.25
\$7.50	\$8.21	\$11.25	\$12.32	\$15.00	\$16.42	\$18.72**	\$20.49**
\$7.75	\$8.48	\$11.50	\$12.59	\$15.25	\$16.70	\$18.75	\$20.53
\$8.00	\$8.76	\$11.75	\$12.86	\$15.50	\$16.97	\$19.00	\$20.80
\$8.25	\$9.03	\$12.00	\$13.14	\$15.75	\$17.24	\$19.25	\$21.08
\$8.50	\$9.31	\$12.25	\$13.41	\$16.00	\$17.52	\$19.50	\$21.35
\$8.75	\$9.58	\$12.50	\$13.69	\$16.25	\$17.79	\$19.75	\$21.62
\$9.00	\$9.85	\$12.75	\$13.96	\$16.50	\$18.06	\$20.00	\$21.90
\$9.25	\$10.13	\$13.00	\$14.23	\$16.75	\$18.34	\$20.25	\$22.17
\$9.50	\$10.40	\$13.25	\$14.51	\$17.00	\$18.61	\$20.50	\$22.44
\$9.75	\$10.67	\$13.50	\$14.78	\$17.25	\$18.89	\$20.75	\$22.72
\$10.00	\$10.95	\$13.75	\$15.05	\$17.50	\$19.16	\$21.00	\$22.99
\$10.25	\$11.22	\$14.00	\$15.33	\$17.75	\$19.43	\$21.25	\$23.26
\$10.50	\$11.50	\$14.25	\$15.60	\$18.00	\$19.71	\$21.50	\$23.54
\$10.75	\$11.77	\$14.50	\$15.87	\$18.25	\$19.98	\$21.75	\$23.81

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 1.0948=\$16.42.*