

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 a 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.*