

**Leonard Consulting LLC**  
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**How Much Can I Pay**

**Effective 7/1/2016 through 6/30/2017**

The following table shows the approximate hourly cost to you to pay an employee. The "cost to you" columns include: wage+your employer taxes and insurance. Your employer taxes and insurance include Social Security tax, Medicare tax and Unemployment Insurance and Workers Compensation Insurance.

<b>Personal Assistance  Companion Services  Family Training  Chore Services  Homemaker  Supported Living</b>	
<b>Employee Wage</b>	<b>Cost To You</b>
\$ 5.85	\$ 6.69
\$ 6.25	\$ 7.14
\$ 6.54	\$ 7.47
\$ 6.75	\$ 7.71
\$ 7.44	\$ 8.50
\$ 7.25	\$ 8.28
\$ 7.54	\$ 8.62
\$ 7.75	\$ 8.86
\$ 8.75	\$ 10.00
\$ 9.44	\$ 10.79
\$ 9.50	\$ 10.84
\$ 10.25	\$ 11.71
\$ 10.50	\$ 11.99
\$ 10.75	\$ 12.28
\$ 11.50	\$ 13.13
<b>\$ 12.43</b>	<b>\$ 14.20</b>
\$ 13.27	\$ 15.16
\$ 13.69	\$ 15.64
\$ 13.75	\$ 15.70
\$ 14.00	\$ 15.99
\$ 14.25	\$ 16.27
\$ 14.50	\$ 16.56
\$ 13.54	\$ 15.47
\$ 13.75	\$ 15.71
\$ 14.44	\$ 16.50
\$ 14.25	\$ 16.28
\$ 14.54	\$ 16.61
<b>\$ 16.39</b>	<b>\$ 18.72</b>

Minimum Wage

Max Personal Assistance

Max Family Training & Prep

Max Companion Services

Max Chore & Homemaker Services

Max Supported Living

<b>Personal Assistance  Companion Services  Family Training  Chore Services  Homemaker  Supported Living</b>	
<b>Employee Overtime Wage</b>	<b>Cost To You</b>
\$ 8.78	\$ 10.03
\$ 9.38	\$ 10.71
\$ 9.82	\$ 11.21
\$ 10.13	\$ 11.57
\$ 11.17	\$ 12.75
\$ 10.88	\$ 12.42
\$ 11.32	\$ 12.92
\$ 11.63	\$ 13.28
\$ 13.13	\$ 15.00
\$ 14.17	\$ 16.18
\$ 14.24	\$ 16.26
\$ 15.38	\$ 17.57
\$ 15.74	\$ 17.98
\$ 16.13	\$ 18.42
\$ 17.25	\$ 19.70
<b>\$ 18.70</b>	<b>\$ 21.36</b>
\$ 19.93	\$ 22.76
\$ 20.52	\$ 23.44
\$ 20.63	\$ 23.55
\$ 21.00	\$ 23.98
\$ 21.38	\$ 24.41
\$ 21.75	\$ 24.84
\$ 20.32	\$ 23.20
\$ 20.63	\$ 23.56
\$ 21.67	\$ 24.74
\$ 21.38	\$ 24.42
\$ 21.82	\$ 24.91
<b>\$ 24.60</b>	<b>\$ 28.08</b>

Minimum Wage OT

Max Personal Assistance OT

Max Family Training & Preparation OT

Max Companion OT

Max Chore and Homemaker Services Overtime

Max Supported Living Overtime

You may pay your employees the hourly wage you want as long as it is at least minimum wage and is within the State of Utah's funding boundaries. The rates listed on the first line are the least you can pay and the rates in bold are the most you can pay for. To calculate an approximate "cost to you", take the rate you would like to pay and multiply it by 1.142. This is an estimate.

If you have any questions call Leonard Consulting LLC. at 1-801-359-4699 or 1-877-359-4699

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## How Much Can I Pay

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The following table shows the approximate hourly cost to you to pay an employee. The "cost to you" columns include: wage+your employer taxes and insurance. Your employer taxes and insurance include Social Security tax, Medicare tax and Unemployment Insurance and Workmans Compensation Insurance.

Self Directed Respite  
 Respite Hourly  
 Respite Hourly W/RM/BD  
 Respite Group Hourly  
 Respite Group Hourly  
 W/RM/BD

Respite Regular Hourly	
Employee Wage	Cost To You
\$ 5.85	\$ 6.69
\$ 5.90	\$ 6.74
\$ 5.95	\$ 6.80
\$ 6.00	\$ 6.85
\$ <b>7.77</b>	\$ 8.88
\$ <b>7.25</b>	\$ 8.28
\$ 7.27	\$ 8.31
\$ <b>8.79</b>	\$ 10.04
\$ 8.25	\$ 9.43
\$ 8.50	\$ 9.71
\$ 8.75	\$ 10.00
\$ 9.00	\$ 10.28
\$ 9.25	\$ 10.57
\$ 9.50	\$ 10.85
\$ 9.75	\$ 11.14
\$ 10.00	\$ 11.43
\$ 10.25	\$ 11.71
\$ 10.50	\$ 12.00
\$ <b>11.66</b>	\$ 13.32
\$ <b>13.13</b>	\$ 15.00

Max for RP7 Group Hourly  
 Minimum Wage  
 Max for RP8 Group Hourly W/RM/BD  
 Max for RP1 Hourly  
 Max for RP6 Hourly W/RM/BD

Respite Overtime Hourly	
Employee Wage	Cost To You
\$ 8.78	\$ 10.03
\$ 8.86	\$ 10.11
\$ 8.93	\$ 10.20
\$ 9.00	\$ 10.28
\$ 11.69	\$ 13.36
\$ 10.88	\$ 12.43
\$ 10.91	\$ 12.46
\$ 13.17	\$ 15.04
\$ 12.38	\$ 14.14
\$ 12.76	\$ 14.57
\$ 13.13	\$ 15.00
\$ 13.51	\$ 15.42
\$ 13.88	\$ 15.85
\$ 14.25	\$ 16.27
\$ 14.63	\$ 16.71
\$ 15.01	\$ 17.14
\$ 15.38	\$ 17.57
\$ 15.76	\$ 17.99
\$ 17.48	\$ 19.96
\$ 19.72	\$ 22.52
\$ -	

Max for RP7 Group OT Hourly  
 Minimum Wage  
 Max For RP8 Group OT Hourly W/RM/BD  
 Max for RP1 OT Hourly  
 Max for RP6 OT Hourly W/RM/BD

**Mileage**

\$ 0.38	\$ 0.38
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You may pay your employees the hourly wage you want as long as it is at least minimum wage and is within the State of Utah's funding boundaries. The rates listed on the first line are the least you can pay and the rates in bold are the most you can pay for a specific service. To calculate an approximate "cost to you", take the rate you would like to pay and multiply it by 1.142. This amount is an estimate.

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