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***How Much Can I Pay***

**Effective 7/1/2018 through 6/30/2019**

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.

Personal Assistance Companion Services Family Training Chore Services Homemaker Supported Living		Employee Wage	Cost To You		Personal Assistance Companion Services Family Training Chore Services Homemaker Supported Living		Employee Overtime Wage	Cost To You	
		\$ 7.25	\$ 8.27	Minimum Wage			\$ 10.88	\$ 12.41	Minimum Wage
		\$ 7.75	\$ 8.84				\$ 11.63	\$ 13.26	
		\$ 8.50	\$ 9.70				\$ 12.75	\$ 14.55	
		\$ 9.00	\$ 10.27				\$ 13.50	\$ 15.40	
		\$ 9.50	\$ 10.84				\$ 14.25	\$ 16.26	
		\$ 10.00	\$ 11.41				\$ 15.00	\$ 17.12	
		\$ 10.75	\$ 12.27				\$ 16.13	\$ 18.40	
		\$ 11.00	\$ 12.55				\$ 16.50	\$ 18.83	
		\$ 11.75	\$ 13.41				\$ 17.63	\$ 20.11	
		\$ 12.00	\$ 13.69				\$ 18.00	\$ 20.54	
		<b>\$ 13.11</b>	\$ 14.96	Max Personal Assistance			\$ 19.67	\$ 22.44	Max Personal Assistance
		\$ 13.00	\$ 14.83				\$ 19.50	\$ 22.25	
		<b>\$ 13.50</b>	\$ 15.40				\$ 20.25	\$ 23.11	
		\$ 13.95	\$ 15.92	Max Family Training & Prep			\$ 20.93	\$ 23.88	Max Family Training & Prep
		\$ 14.41	\$ 16.44	Max Companion Services			\$ 21.63	\$ 24.68	Max Companion Services
		\$ 14.25	\$ 16.26				\$ 21.38	\$ 24.39	
		<b>\$ 15.25</b>	\$ 17.40	Max Chore/Homemaker			\$ 22.89	\$ 26.12	Max for Chore/Homemaker
		\$ 15.00	\$ 17.12				\$ 22.50	\$ 25.67	
		\$ 15.50	\$ 17.69				\$ 23.25	\$ 26.53	
		\$ 16.00	\$ 18.26				\$ 24.00	\$ 27.38	
		\$ 16.50	\$ 18.83				\$ 24.75	\$ 28.24	
		\$ 16.75	\$ 19.11				\$ 25.13	\$ 28.67	
		<b>\$ 17.25</b>	\$ 19.68	Max Supported Living			\$ 25.87	\$ 29.52	Max for Support Living

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 1.141. This is an estimate.

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