

Leonard Consulting LLC
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How Much Can I Pay

Effective 7/1/2019 through 6/30/2020

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			Personal Assistance		
Employee Hourly Wage	Cost To You		Employee Overtime	Cost To You	
\$ 7.25	\$ 8.22	Minimum Wage	\$ 10.88	\$ 12.33	Minimum Wage OT
\$ 8.00	\$ 9.08		\$ 12.01	\$ 13.62	
\$ 8.50	\$ 9.65		\$ 12.76	\$ 14.47	
\$ 9.00	\$ 10.21		\$ 13.50	\$ 15.31	
\$ 9.50	\$ 10.77		\$ 14.25	\$ 16.16	
\$ 10.00	\$ 11.34		\$ 15.00	\$ 17.01	
\$ 10.75	\$ 12.19		\$ 16.13	\$ 18.29	
\$ 11.50	\$ 13.04		\$ 17.25	\$ 19.56	
\$ 12.00	\$ 13.61		\$ 18.00	\$ 20.42	
\$ 12.25	\$ 13.89		\$ 18.38	\$ 20.84	
\$ 12.50	\$ 14.18		\$ 18.75	\$ 21.27	
\$ 12.75	\$ 14.46		\$ 19.13	\$ 21.69	
\$ 13.00	\$ 14.74		\$ 19.50	\$ 22.12	
\$ 13.25	\$ 15.03		\$ 19.88	\$ 22.54	
		Max Personal Assistance Hourly			Max Personal Assistance Hourly OT
\$ 13.33	\$ 15.12		\$ 20.00	\$ 22.68	
	\$ -			\$ -	

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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. To calculate an approximate "cost to you", take the rate you would like to pay and multiply it by 1.1342. This is an estimate.