

"Attendant Wages: Cost to You"

Effective paydays January 1st, 2023 through December 31, 2023

The following chart shows you how much each employee will cost you based on the hourly rate you pay them.

The total 'cost to you' is the amount that will come out of your CDASS monthly allocation. The cost includes employer taxes, workers' compensation insurance costs, sick time costs, and Family Medical Leave premiums. The breakdown can be found below. All amounts are for illustrative purposes. You may pay your employees any rate amount you desire within state program guidelines.

| EMPLOYEE WAGE | COST TO YOU | EMPLOYEE OVERTIME WAGE | COST TO YOU | EMPLOYEE WAGE | COST TO YOU | EMPLOYEE OVERTIME WAGE | COST TO YOU |
|---------------|-------------|------------------------|-------------|---------------|-------------|------------------------|-------------|
| \$15.00 | \$17.01 | \$22.50 | \$25.52 | \$24.50 | \$27.79 | \$36.75 | \$41.68 |
| \$15.50 | \$17.58 | \$23.25 | \$26.37 | \$25.00 | \$28.36 | \$37.50 | \$42.53 |
| \$16.00 | \$18.15 | \$24.00 | \$27.22 | \$25.50 | \$28.92 | \$38.25 | \$43.38 |
| \$16.50 | \$18.71 | \$24.75 | \$28.07 | \$26.00 | \$29.49 | \$39.00 | \$44.23 |
| \$17.00 | \$19.28 | \$25.50 | \$28.92 | \$26.50 | \$30.06 | \$39.75 | \$45.08 |
| \$17.50 | \$19.85 | \$26.25 | \$29.77 | \$27.00 | \$30.62 | \$40.50 | \$45.94 |
| \$18.00 | \$20.42 | \$27.00 | \$30.62 | \$27.50 | \$31.19 | \$41.25 | \$46.79 |
| \$18.50 | \$20.98 | \$27.75 | \$31.47 | \$28.00 | \$31.76 | \$42.00 | \$47.64 |
| \$19.00 | \$21.55 | \$28.50 | \$32.32 | \$28.50 | \$32.32 | \$42.75 | \$48.49 |
| \$19.50 | \$22.12 | \$29.25 | \$33.18 | \$29.00 | \$32.89 | \$43.50 | \$49.34 |
| \$20.00 | \$22.68 | \$30.00 | \$34.03 | \$29.50 | \$33.46 | \$44.25 | \$50.19 |
| \$20.50 | \$23.25 | \$30.75 | \$34.88 | \$30.00 | \$34.03 | \$45.00 | \$51.04 |
| \$21.00 | \$23.82 | \$31.50 | \$35.73 | \$30.50 | \$34.59 | \$45.75 | \$51.89 |
| \$21.50 | \$24.39 | \$32.25 | \$36.58 | \$31.00 | \$35.16 | \$46.50 | \$52.74 |
| \$22.00 | \$24.95 | \$33.00 | \$37.43 | \$31.50 | \$35.73 | \$47.25 | \$53.59 |
| \$22.50 | \$25.52 | \$33.75 | \$38.28 | \$32.00 | \$36.29 | \$48.00 | \$54.44 |
| \$23.00 | \$26.09 | \$34.50 | \$39.13 | \$32.50 | \$36.86 | \$48.75 | \$55.29 |
| \$23.50 | \$26.65 | \$35.25 | \$39.98 | \$33.00 | \$37.43 | \$49.50 | \$56.14 |
| \$24.00 | \$27.22 | \$36.00 | \$40.83 | \$33.50 | \$38.00 | \$50.25 | \$56.99 |

| The breakdown of the "COST TO YOU" : | | Please Note: |
|--------------------------------------|---------------|---|
| FICA (Social Security & Medicare) | 7.65% | Direct Care Worker minimum wage in Colorado is \$15 and the maximum wage allowed for CDASS is \$51.43. *Colorado allows citywide minimum wage changes. Minimum wage requirements may vary based on city or county. The Employer and employee(s) may qualify for certain tax exemptions. Contact our customer service team for more details. Your Rate Not Here? You can calculate the approximate "Cost to You" by multiplying your Employee Wage by 1.1342. |
| FUTA | 0.60% | |
| SUTA | 1.70% | |
| Workers' Compensation | 0.87% | |
| Sick Time | 1.70% | |
| Family Medical Leave | 0.90% | |
| Total Cost Factor | 13.42% | |