



California Self Directed Program

Impact to Your Spending Plan — Worker Wages

The following chart shows you how much each hour worked costs your spending plan. This is based on how much you pay your worker. The 'Cost to Spending Plan' includes required employer taxes and workers' compensation insurance costs. The details can be found below. All amounts are examples. You may pay your employees any rate amount you want within state and program guidelines.

Breakdown of Employer Taxes and Workers Comp:

FUTA	1.20
SUTA	3.4%
FICA (SS)	6.2%
FICA (Medicare)	1.45%
Workers Comp	2.79
ETT	0.1%
Sick Time Accrual	3.33%
Total	18.47

Please note:

The California state minimum wage is \$16.00 but you may have a higher local minimum wage depending on where you live.

The Employer and worker(s) may qualify for certain tax exemptions not listed above. Please contact our customer service team or your enrollment specialist for more details.

Employee Wage	Cost to Spending Plan	Employee Overtime Wage	Overtime Cost to Spending Plan
\$16.00	\$18.96	\$24.00	\$28.43
\$16.50	\$19.55	\$24.75	\$29.32
\$17.00	\$20.14	\$25.50	\$30.21
\$17.50	\$20.73	\$26.25	\$31.10
\$18.00	\$21.32	\$27.00	\$31.99
\$18.50	\$21.92	\$27.75	\$32.88
\$19.00	\$22.51	\$28.50	\$33.76
\$19.50	\$23.10	\$29.25	\$34.65
\$20.00	\$23.69	\$30.00	\$35.54
\$20.50	\$24.29	\$30.75	\$36.43
\$21.00	\$24.88	\$31.50	\$37.32
\$21.50	\$25.47	\$32.25	\$38.21
\$22.00	\$26.06	\$33.00	\$39.10
\$22.50	\$26.66	\$33.75	\$39.98
\$23.00	\$27.25	\$34.50	\$40.87
\$23.50	\$27.84	\$35.25	\$41.76
\$24.00	\$28.43	\$36.00	\$42.65
\$24.50	\$29.03	\$36.75	\$43.54
\$25.00	\$29.62	\$37.50	\$44.43
\$25.50	\$30.21	\$38.25	\$45.31
\$26.00	\$30.80	\$39.00	\$46.20
\$26.50	\$31.39	\$39.75	\$47.09
\$27.00	\$31.99	\$40.50	\$47.98
\$27.50	\$32.58	\$41.25	\$48.87
\$28.00	\$33.17	\$42.00	\$49.76