

Consumer Directed Attendant Support Services (CDASS) Attendant Wages: Cost-to-You

Your Employer Costs

The total cost to you as an employer is the amount deducted from your CDASS monthly budget. This includes employer taxes, workers' compensation insurance, sick leave, and family medical leave premiums. The rates below are the default rates for new employers without tax exemptions. You can set your employee's wage within CDASS guidelines, but your total cost may vary based on your specific situation.

Cost to You Calculator

To calculate your costs, enter your employee's wage in the yellow box. This will automatically calculate the cost factor per hour and show the total cost to you in the yellow section. The overtime wage and total cost will also populate automatically.

New Employer Rate

FICA	FUTA	SUTA	Worker's Compensation	Sick Time	Family Medical Leave	Cost to You
Employee Wage		Cost to You		Total Cost to You		
Employee Overtime Wage		Cost to You		Total Overtime Cost to You		

If the employee is a child under the age of 21, your spouse, or parent, please use the calculator below by entering the employee's wage in the yellow box. This will automatically calculate the cost factor per hour and show the total cost to you in the yellow section. The overtime wage and total cost will also populate automatically.

Worker's Compensation	Sick Time	Family Medical Leave	Cost to You
Employee Wage		Cost to You	Total Cost to You
Employee Overtime Wage		Cost to You	Total Overtime Cost to You

Tax Exemptions:

You or your employee(s) may qualify for other tax exemptions based on the following relationships:

- Foreign student on a visa providing domestic service
- Parent employed by a child and caring for a grandchild
- Employee under 18 who is also a student
- All other non-exempt employees

For more details or questions about tax exemptions, please contact CDASS Customer Service.

Phone Number: 1-888-752-8250

Email Address: ppcdass@pplfirst.com

Important Note:

In Colorado, the minimum wage for Direct Care Workers is \$17.00 per hour, and the maximum wage for CDASS attendants is \$57.68 per hour. Some cities or counties may have higher minimum wages. For example, the minimum wage in Denver is currently \$18.29 per hour.

If your attendant works more than 40 hours in a week or more than 12 hours in a single day, you must pay them overtime. Overtime pay is 1.5 times their regular hourly wage.

Manual Cost Calculation Instructions:

Step 1: Take your Total Cost Factor, divide it by 100 and then add 1.

Example: $14.63\% \div 100 = 0.1463$

$0.1463 + 1 = 1.1463$

Step 2: Choose an hourly rate you want to pay your attendant within the minimum and maximum wages allowed for CDASS.

Step 3: Multiply your attendant's hourly rate by your adjusted Total Cost Factor from step 1.

Example: The "cost to you" for an employer (with no exemptions) who wants to pay an hourly rate of \$20.00 is: $\$20.00 \times 1.1463 = \22.93 .

Fill in the spaces below to calculate your cost to you.

$$\underline{\hspace{10em}} \times \underline{\hspace{10em}} = \underline{\hspace{10em}}$$

Adjusted Total Cost Factor Employee Hourly Wage Your Total Budget Cost Per Hour