

LIVE-IN

Employee Cost Increase - October 1, 2019
 Minimum Wage Increase from \$10.10 Per Hour to \$11.00 Per Hour
Requires \$15.08 Per Diem Rate Increase

	Pre Oct 2019 Weekly Wages at \$10.10	October 2019 New Weekly Wages at \$11.00	WEEKLY \$ Payroll Cost Increase resulting from 90 ¢ Minimum Wage Rate Hike	WEEKLY % Employer Wage Cost Increase Per Week
* Weekly Gross Wages	\$ 1,123.63	\$ 1,223.75	\$ 100.13	8.9%
Add Overhead				
FICA	7.65%			
FUTA	0.60%			
SUTA	3.50%			
Workers Compensation Insurance	6.00%			
Liability Insurance	1.50%			
Health Insurance	3.00%			
	22.25%	\$ 250.01	\$ 272.28	\$ 22.27
Employer Wage Costs Increase Per Week	\$ 1,373.64	\$ 1,496.03	\$ 122.40	8.9%
1% State Increase per Week	\$ 1,688.40	\$ 1,705.27	\$ 16.87	1.0%
Deficit Per Week			\$ (105.53)	-7.9%
Additional Required Weekly Reimbursement Increase to Break Even			\$ 105.53	7.9%
Additional Required Per Day Reimbursement Increase to Break Even			\$ 15.08	

Amount Per Day Requested to break even Retroactive to Oct 1, 2019 \$ 258.69

Caregiver Pay Calculation

Assumed caregiver schedule is 7 days per week.

Total Hours (24hrs * 7 days)	168.00	168.00	
Allowed Sleep Time (8 hrs per day)	(56.00)	(56.00)	
Allowed Meal/Break Time (3.5 hrs per day)	(24.50)	(24.50)	
Total Pay Hours per Week	87.50	87.50	
Rate	10.10	11.00	
Regular Pay (40*10.10)	404.00	440.00	(40 * 11)
Overtime Pay (47.5* 15.15)	719.63	783.75	(47.5 * 16.50)
* Total Gross Pay per Week	1,123.63	1,223.75	

October 1, 2020 Minimum Wages Affect

The October 1, 2020 Increase of \$1.00 Per Hour will increase cost to employer by an additional \$136 Per Week.
 The Live In (PCA24) rate must be adjusted by an additional \$19.43 per diem to offset this cost.

PCA

Employee Cost Increase - October 1, 2019
 Minimum Wage Increase from \$10.10 Per Hour to \$11.00 Per Hour
Requires \$0.90 Hourly Rate Increase

	Pre Oct 2019 Hourly Rate at \$10.10	October 2019 New Hourly Rate at \$11.00	HOURLY \$ Payroll Cost Increase resulting from 90 ¢ Minimum Wage Rate Hike	HOURLY % Employer Wage Cost Increase Per Week	
Hourly Rate	\$ 10.10	\$ 11.00	\$ 0.90	8.9%	
<u>Add Overhead</u>					
FICA	7.65%				
FUTA	0.60%				
SUTA	3.50%				
Workers Compensation Insurance	6.00%				
Liability Insurance	1.50%				
Health Insurance	3.00%				
	22.25%	\$ 2.25	\$ 2.45	\$ 0.20	8.9%
Employer Wage Costs Increase Per Hour	\$ 12.35	\$ 13.45	\$ 1.10	8.9%	
State Increase Per Hour	\$ 19.48	\$ 19.68	\$ 0.20	1.0%	
Deficit To Agency Per Hour			\$ (0.90)	-7.9%	
Required Hourly Reimbursement Increase to Break Even			\$ 0.90	7.9%	
Total Required Hourly Reimbursement to Break Even			\$ 20.58		
PCA rate needed to break even Retroactive to October 1, 2019 \$20.58					

October 1, 2020 Minimum Wages Affect

The October 1, 2020 Increase of \$1.00 Per Hour will increase cost to employer by an additional \$1.22 Per Hour.
 The PCA rate must be adjusted by an additional \$1.22 per hour to offset this cost.

Homemaker

Employee Cost Increase - October 1, 2019
 Minimum Wage Increase from \$10.10 Per Hour to \$11.00 Per Hour
Requires \$0.94 Hourly Rate Increase

	Pre Oct 2019 Hourly Rate at \$10.10	October 2019 New Hourly Rate at \$11.00	HOURLY \$ Payroll Cost Increase resulting from 90 ¢ Minimum Wage Rate Hike	HOURLY % Employer Wage Cost Increase Per Week	
Hourly Rate	\$ 10.10	\$ 11.00	\$ 0.90	8.9%	
<u>Add Overhead</u>					
FICA	7.65%				
FUTA	0.60%				
SUTA	3.50%				
Workers Compensation Insurance	6.00%				
Liability Insurance	1.50%				
Health Insurance	3.00%				
	22.25%	\$ 2.25	\$ 2.45	\$ 0.20	8.9%
Employer Wage Costs Increase Per Hour	\$ 12.35	\$ 13.45	\$ 1.10	8.9%	
State Increase Per Hour	\$ 16.80	\$ 16.96	\$ 0.16	1.0%	
Deficit To Agency Per Hour			\$ (0.94)	7.9%	
Required Hourly Reimbursement Increase to Break Even			\$ 0.94	-7.9%	
Total Required Hourly Reimbursement to Break Even			\$ 17.90		
Homemaker rate needed to break even Retroactive to October 1, 2019 \$17.90					

October 1, 2020 Minimum Wages Affect

The October 1, 2020 Increase of \$1.00 Per Hour will increase cost to employer by an additional \$1.22 Per Hour.
 The Homemaker rate must be adjusted by an additional \$1.22 per hour to offset this cost.

Companion

Employee Cost Increase - October 1, 2019

Minimum Wage Increase from \$10.10 Per Hour to \$11.00 Per Hour

Requires \$0.94 Hourly Rate Increase

	Pre Oct 2019 Hourly Rate at \$10.10	October 2019 New Hourly Rate at \$11.00	HOURLY \$ Payroll Cost Increase resulting from 90 ¢ Minimum Wage Rate Hike	HOURLY % Employer Wage Cost Increase Per Week
Hourly Rate	\$ 10.10	\$ 11.00	\$ 0.90	8.9%
<u>Add Overhead</u>				
FICA	7.65%			
FUTA	0.60%			
SUTA	3.50%			
Workers Compensation Insurance	6.00%			
Liability Insurance	1.50%			
Health Insurance	3.00%			
	22.25%	\$ 2.25	\$ 2.45	\$ 0.20 8.9%
Employer Wage Costs Increase Per Hour	\$ 12.35	\$ 13.45	\$ 1.10	8.9%
State Increase Per Hour	\$ 16.36	\$ 16.52	\$ 0.16	1.0%
Deficit To Agency Per Hour			\$ (0.94)	-7.9%
Required Hourly Increase to Break Even			\$ 0.94	7.9%
Required Hourly Reimbursement to Break Even			\$ 17.46	

Companion rate needed to break even Retroactive to October 1, 2019 \$17.46

October 1, 2020 Minimum Wages Affect

The October 1, 2020 Increase of \$1.00 Per Hour will increase cost to employer by an additional \$1.22 Per Hour.
The Companion rate must be adjusted by an additional \$1.22 per hour to offset this cost.