



UT DSPD - How much can I pay?

Effective 01/01/2023

The tables below represent the range of hourly cost to you to pay your employee. The "Your Cost" column includes the wage you are paying your employee + employer taxes + workers compensation insurance. Use the "Employee Wage" column to determine the hourly rate of pay for each employee. The employee wages listed below are some examples. Employers are free to set an employee's wage provided it is not under minimum wage and not above the maximum rate for each service category. Only maximum rates are allowed to be paid if you are participating in the Limited Supports Waiver.

HS1 - Homemaker & CH1 - Chore Services

Employee Wage	Cost to you	Overtime Wage	Cost to you
Minimum Rate			
\$ 10.00	\$ 11.35	\$ 15.00	\$ 17.03
Maximum Rate			
\$ 19.38	\$ 22.00	\$ 29.07	\$ 33.00

CO1 - Companion Services

Employee Wage	Cost to you	Overtime Wage	Cost to you
Minimum Rate			
\$ 10.00	\$ 11.35	\$ 15.00	\$ 17.03
Maximum Rate			
\$ 18.29	\$ 20.76	\$ 27.44	\$ 31.16

RP1 - Respite

Employee Wage	Cost to you	Overtime Wage	Cost to you
Minimum Rate			
\$ 10.00	\$ 11.35	\$ 15.00	\$ 17.03
Maximum Rate			
\$ 15.54	\$ 17.64	\$ 23.31	\$ 26.48

PA1/PA2/PA3 - Personal Assistance

Employee Wage	Cost to you	Overtime Wage	Cost to you
Minimum Rate			
\$ 10.00	\$ 11.35	\$ 15.00	\$ 17.03
Maximum Rate			
\$ 16.67	\$ 18.92	\$ 25.00	\$ 28.40

SL1/SL2/SL3 - Supported Living

Employee Wage	Cost to you	Overtime wage	Cost to you
Minimum Rate			
\$ 16.00	\$ 18.16	\$ 24.00	\$ 27.24
Maximum Rate			
\$ 21.96	\$ 24.92	\$ 32.93	\$ 37.40

RP6 - Respite

Employee Wage	Cost to you	Overtime wage	Cost to you
Minimum Rate			
\$ 14.00	\$ 15.89	\$ 21.00	\$ 23.84
Maximum Rate			
\$ 17.55	\$ 19.92	\$ 26.33	\$ 29.88

TF1 - Family Training & Prep

Employee Wage	Cost to you	Overtime wage	Cost to you
Minimum Rate			
11.00	12.49	16.50	18.73
Maximum Rate			
\$ 17.76	20.16	26.64	30.24

RP7 - Group Respite

Employee Wage	Cost to you	Overtime wage	Cost to you
Minimum Rate			
\$ 8.00	\$ 9.08	\$ 12.00	\$ 13.62
Maximum Rate			
\$ 10.40	\$ 11.80	\$ 15.59	\$ 17.72

RP8 - Group Respite

Employee Wage	Cost to you	Overtime wage	Cost to you
Minimum Rate			
\$ 9.00	\$ 10.22	\$ 13.50	\$ 15.32
Maximum Rate			
\$ 11.84	\$ 13.44	\$ 17.76	\$ 20.16

AC1 - Attendant Care

Employee Wage	Cost to you	Overtime Wage	Cost to you
Minimum Rate			
\$ 10.00	\$ 11.35	\$ 15.00	\$ 17.03
Maximum Rate			
\$ 19.84	\$ 22.52	\$ 29.76	\$ 33.78

AC2/AC3 - Attendant Care

Employee Wage	Cost to you	Overtime Wage	Cost to you
Minimum Rate			
\$ 10.00	\$ 11.35	\$ 15.00	\$ 17.03
Maximum Rate			
\$ 22.24	\$ 25.24	\$ 33.36	\$ 37.86

The following codes and rates are **ONLY** for the Limited Supports Waiver. Only max rates are allowed in this program.

	Employee Wage	Cost to you	Overtime wage	Cost to you
AC1	\$ 19.84	\$ 22.52	\$ 29.76	\$ 33.80
AC2	\$ 22.24	\$ 25.24	\$ 33.36	\$ 37.88
AC3	\$ 22.24	\$ 25.24	NA	NA
BE1	\$ 39.15	\$ 44.44	NA	NA
IS1	\$ 38.24	\$ 43.40	\$ 57.36	\$ 65.12
RL1	\$ 15.86	\$ 18.00	\$ 23.79	\$ 27.00
RL6	\$ 17.90	\$ 20.32	\$ 26.85	\$ 30.48

You can calculate the cost to you by taking the pay rate and multiplying it by 1.1350.

Note that the Department of Labor requires any hours worked over 40 in a given work week (Sunday - Saturday) must be paid at time and a half unless a live-in exemption has been authorized.

Cost Breakdown	
6.20%	Social Security Taxes
1.45%	Medicare Taxes
0.60%	FUTA Taxes
1.25%	SUTA taxes
4.00%	Workers Compensation
13.50%	Total

DTP - Mileage

\$0.42
