



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 "Cost to You" 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.

Service Code	Service	Minimum Rate				Maximum Rate			
		Employee Wage	Cost to You	Overtime Wage	Cost to You	Employee Wage	Cost to You	Overtime Wage	Cost to You
AC1	Attendant Care	\$ 10.00	\$ 11.35	\$ 15.00	\$ 17.03	\$ 20.23	\$ 22.96	\$ 30.34	\$ 34.44
AC2/AC3	Attendant Care	\$ 10.00	\$ 11.35	\$ 15.00	\$ 17.03	\$ 22.70	\$ 25.76	\$ 34.04	\$ 38.64
CH1	Chore Services	\$ 10.00	\$ 11.35	\$ 15.00	\$ 17.03	\$ 19.38	\$ 22.00	\$ 29.07	\$ 33.00
CO1	Companion Services	\$ 10.00	\$ 11.35	\$ 15.00	\$ 17.03	\$ 18.29	\$ 20.76	\$ 27.44	\$ 31.16
HS1	Homemaker	\$ 10.00	\$ 11.35	\$ 15.00	\$ 17.03	\$ 19.38	\$ 22.00	\$ 29.07	\$ 33.00
PA1/PA2/PA3	Personal Assistance	\$ 10.00	\$ 11.35	\$ 15.00	\$ 17.03	\$ 16.67	\$ 18.92	\$ 25.00	\$ 28.40
RP1	Respite	\$ 10.00	\$ 11.35	\$ 15.00	\$ 17.03	\$ 15.54	\$ 17.64	\$ 23.31	\$ 26.48
RP6	Respite	\$ 14.00	\$ 15.89	\$ 21.00	\$ 23.84	\$ 17.55	\$ 19.92	\$ 26.33	\$ 29.88
RP7	Group Respite	\$ 8.00	\$ 9.08	\$ 12.00	\$ 13.62	\$ 10.40	\$ 11.80	\$ 15.59	\$ 17.72
RP8	Group Respite	\$ 9.00	\$ 10.22	\$ 13.50	\$ 15.32	\$ 11.84	\$ 13.44	\$ 17.76	\$ 20.16
SL1/SL2/SL3	Supported Living	\$ 16.00	\$ 18.16	\$ 24.00	\$ 27.24	\$ 21.96	\$ 24.92	\$ 32.93	\$ 37.40
TF1	Family Training & Prep	\$ 11.00	\$ 12.49	\$ 16.50	\$ 18.73	\$ 17.76	\$ 20.16	\$ 26.64	\$ 30.24

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	\$ 20.23	\$ 22.96	\$ 30.34	\$ 34.44
AC2	\$ 22.70	\$ 25.76	\$ 34.04	\$ 38.64
AC3	\$ 22.70	\$ 25.76	NA	NA
BE1	\$ 39.93	\$ 45.32	NA	NA
IS1	\$ 39.01	\$ 44.28	\$ 58.52	\$ 66.42
RL1	\$ 16.18	\$ 18.36	\$ 24.26	\$ 27.54
RL6	\$ 18.26	\$ 20.72	\$ 27.38	\$ 31.08

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

Note: 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	
Social Security Taxes	6.20%
Medicare Taxes	1.45%
FUTA Taxes	0.60%
SUTA Taxes	1.25%
Workers Compensation	4.00%
Total	13.50%

DTP - Mileage
\$ 0.42