



# Show Me the Money

It costs you, the employer, more to employ someone than just their wages. By law, employers need to pay a portion of an employee's Social Security and Medicare taxes, as well as Federal and State unemployment taxes and Workers' Compensation. Acumen calls these employer-related costs the "Cost to You." Tax rates can change from year to year. When they do, your employee's wage will increase slightly or decrease slightly depending on the new tax rates.

What "Cost to You" means is that for every \$1.00 you pay in wages, you must add approximately 27 cents to pay for taxes and Workers' Compensation. The "Cost to You" is simply the employee's wage multiplied by **1.2684** (the 27 cents per dollar mentioned above). Acumen calculates and pays these costs on your behalf. It is important for you to understand how this impacts your authorization/budget.

## Respite Rates

<b>\$12.00</b>	<b>X</b>	<b>1.2684</b>	<b>=</b>	<b>\$15.23</b>
Employee Wage		Employer Taxes		Cost to You (always round <u>up</u> )

Please note:

- All hours must be approved and authorized in your service plan by your Service Coordinator.
- The approved wage for your employee is \$12.00 gross per hour. This is a fixed rate. You may not pay your employee any more or less than this amount as a program rule.
- The employee pay rate may change as tax rates change. Acumen will keep you informed of any rate change. You must notify your employee of any change in their pay rate.
- One (1) unit will be deducted from your authorized amount for every hour you use. For example, if your employee works 6 hours, you will see 6 units deducted on your statement.

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