

For assistance, call PPL Customer Service at 1-888-419-7753



**Show Me the Money**

**TN TennCare Employment and Community First CHOICES  
Rates & Employer Costs Effective through December 31st, 2019**

This chart helps you decide how much to pay your employees based on the cost of the wage to you as the employer. The employer cost is the amount that will come out the funds in your budget. This is the employee wage plus the taxes you are required to pay as an employer, which PPL pays on your behalf.

**Allowable Pay Rates vs. Billable Rates Per Service**

Service Code	Employee Wage	Employer Cost
Personal Assistance	\$ 8.00	\$ 8.78
Personal Assistance	\$ 10.00	\$ 10.98
Personal Assistance	\$ 12.00	\$ 13.18
Personal Assistance	\$ 13.00	\$ 14.27
Personal Assistance	\$ 14.00	\$ 15.37
Personal Assistance	\$ 15.00	\$ 16.47
Supportive Home Care	\$ 8.00	\$ 8.78
Supportive Home Care	\$ 10.00	\$ 10.98
Supportive Home Care	\$ 12.00	\$ 13.18
Supportive Home Care	\$ 13.00	\$ 14.27
Supportive Home Care	\$ 14.00	\$ 15.37
Supportive Home Care	\$ 15.00	\$ 16.47
Respite	\$ 8.00	\$ 8.78
Respite	\$ 10.00	\$ 10.98
Respite	\$ 12.00	\$ 13.18

**Employer Tax Responsibility Breakdown**

FICA	7.65%
FUTA	0.60%
SUTA	1.55%
<b>TOTAL</b>	<b>9.80%</b>

**Example of How Wages & Cost Work:**

Employee Wage	\$8.00
Employer Tax Responsibility	\$0.78
<b>Employer Cost</b>	<b>\$8.78</b>

\* FICA and FUTA rates are subject to change according to IRS tax tables.

## How Are Overtime Wages Calculated?

All hours worked over 40 in a single calendar week by a single worker will be paid at an overtime premium rate of 1.5x the regular pay rate. In the event a worker provides multiple services in one calendar week, the service submitted that brings the total over 40 will be billed for. An outline of possible overtime wages for each service along with the associated billable rate is below.

Service Code	Employee Wage	Overtime 1.5x Wage	Employer Cost
Personal Assistance	\$ 8.00	12	\$ 13.18
Personal Assistance	\$ 10.00	15	\$ 16.47
Personal Assistance	\$ 12.00	18	\$ 19.76
Personal Assistance	\$ 13.00	19.5	\$ 21.41
Personal Assistance	\$ 14.00	21	\$ 23.06
Personal Assistance	\$ 15.00	22.5	\$ 24.71
Supportive Home Care	\$ 8.00	12	\$ 13.18
Supportive Home Care	\$ 10.00	15	\$ 16.47
Supportive Home Care	\$ 12.00	18	\$ 19.76
Supportive Home Care	\$ 13.00	19.5	\$ 21.41
Supportive Home Care	\$ 14.00	21	\$ 23.06
Supportive Home Care	\$ 15.00	22.5	\$ 24.71
Respite	\$ 8.00	12	\$ 13.18
Respite	\$ 10.00	15	\$ 16.47
Respite	\$ 12.00	18	\$ 21.41