

Idaho Department of Labor
State of Idaho
Boise, Idaho

ADMINISTRATIVE ORDER NO. 645

November 12, 2020

TO: Administrators and Cost Center Managers

SUBJECT: Unemployment Insurance Taxable Wage Rate Table, Taxable Wage Base and Reserve Tax


Pursuant to Sections 72-1347A and 72-1350, Idaho Code, the following statistics are the basis for determining the Unemployment Insurance Taxable Wage Rates, the Taxable Wage Base for calendar year 2021 and whether a Reserve Tax shall be imposed:

Employment Security Fund Balance.....	September 30, 2020	797,591,548.72
Employment Security Reserve Fund Balance.....	September 30, 2020	204,970,739.27
Combined Trust Fund Balance.....	September 30, 2020	1,002,562,287.99
Covered Wages ~ Excludes Cost Reimbursement Employers.....	December 31, 2019	25,626,954,882.00
Average Annual Wage in Covered Employment (excludes cost reimbursable wages).....	December 31, 2019	42,957.51
Taxable Wage Base		43,000.00
Average High Cost Ratio (AHCR)~Highest 3 Years in the 20-year Period Ending.....	December 31, 2019	0.0181899
Average High Cost Multiple = AHCR * 1.3 Desired Fund Size Multiplier.....		0.0236469
Fund Balance Ratio		0.0391214
Base Tax Rate.....		0.726 %
Standard Tax Rate		1.000 %
Taxable Wages.....	December 31, 2019	17,276,800,043.00
Reserve Fund Balance as Percent of Taxable Wages.....		1.186 %
Reserve Fund Balance as Percent of Employment Security Fund Balance.....		25.699 %
Shall A Reserve Tax Be Imposed?.....		No

Therefore, it is hereby ordered the taxable wage base shall be \$43,000, the standard rate shall be set at 1.0 percent and the base tax rate shall be 0.726 percent. It is further ordered that a Reserve Tax shall not be imposed for calendar year 2021. The associated taxable wage rates for each rate class will be as follows:

<table style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th colspan="2" style="text-align: center; border-bottom: 1px solid black;">Eligible Employers</th> </tr> </thead> <tbody> <tr><td>Rate Class +1</td><td style="text-align: right;">0.207 %</td></tr> <tr><td>Rate Class +2</td><td style="text-align: right;">0.346 %</td></tr> <tr><td>Rate Class +3</td><td style="text-align: right;">0.415 %</td></tr> <tr><td>Rate Class +4</td><td style="text-align: right;">0.484 %</td></tr> <tr><td>Rate Class +5</td><td style="text-align: right;">0.553 %</td></tr> <tr><td>Rate Class +6</td><td style="text-align: right;">0.622 %</td></tr> <tr><td>Rate Class +7</td><td style="text-align: right;">0.691 %</td></tr> </tbody> </table>	Eligible Employers		Rate Class +1	0.207 %	Rate Class +2	0.346 %	Rate Class +3	0.415 %	Rate Class +4	0.484 %	Rate Class +5	0.553 %	Rate Class +6	0.622 %	Rate Class +7	0.691 %	<p>Standard Rate</p> <div style="border: 1px solid black; width: 100px; margin: 0 auto; padding: 2px 10px;">1.0 %</div> <p>Base Rate</p> <div style="border: 1px solid black; width: 100px; margin: 0 auto; padding: 2px 10px;">0.726 %</div>	<table style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th colspan="2" style="text-align: center; border-bottom: 1px solid black;">Deficit Employers</th> </tr> </thead> <tbody> <tr><td>Rate Class -1</td><td style="text-align: right;">1.245 %</td></tr> <tr><td>Rate Class -2</td><td style="text-align: right;">1.383 %</td></tr> <tr><td>Rate Class -3</td><td style="text-align: right;">1.521 %</td></tr> <tr><td>Rate Class -4</td><td style="text-align: right;">1.659 %</td></tr> <tr><td>Rate Class -5</td><td style="text-align: right;">1.936 %</td></tr> <tr><td>Rate Class -6</td><td style="text-align: right;">5.400 %</td></tr> </tbody> </table>	Deficit Employers		Rate Class -1	1.245 %	Rate Class -2	1.383 %	Rate Class -3	1.521 %	Rate Class -4	1.659 %	Rate Class -5	1.936 %	Rate Class -6	5.400 %
Eligible Employers																																
Rate Class +1	0.207 %																															
Rate Class +2	0.346 %																															
Rate Class +3	0.415 %																															
Rate Class +4	0.484 %																															
Rate Class +5	0.553 %																															
Rate Class +6	0.622 %																															
Rate Class +7	0.691 %																															
Deficit Employers																																
Rate Class -1	1.245 %																															
Rate Class -2	1.383 %																															
Rate Class -3	1.521 %																															
Rate Class -4	1.659 %																															
Rate Class -5	1.936 %																															
Rate Class -6	5.400 %																															

This order supersedes Administrative Order No. 642, dated November 08, 2019, and any other orders or directives in conflict herewith.



Jani Revier
Director

[Informational]

Idaho Unemployment Insurance Tax Rates and Contributions per employee

2020 Wage Base = \$41,600				2021 Wage Base = \$43,000						
Rate Class		UI Tax Rates		Maximum Tax per Employee		UI Tax Rates		Maximum Tax per Employee		
Positive Employers	Share of Employers	Percent	Dollars	Percent	Percent Change	Dollars	Percent Change			
1	12%	0.255	106	0.207	-18.8	89	-16.09			
2	12%	0.424	176	0.346	-18.4	149	-15.65			
3	12%	0.509	212	0.415	-18.5	178	-15.72			
4	12%	0.594	247	0.484	-18.5	208	-15.77			
5	12%	0.679	282	0.553	-18.6	238	-15.81			
6	12%	0.764	318	0.622	-18.6	267	-15.85			
7	28%	0.849	353	0.691	-18.6	297	-15.87			
Average Positive Employers		100%	0.625	260	0.509	-18.6	219	-15.83		
Base Rate			0.891	371	0.726	-18.5	312	-15.8		
Standard Rated Employers			1.000	416	1.000	0.0	430	3.4		
Deficit Employers										
-1	30%	1.527	635	1.245	-18.5	535	-15.7			
-2	20%	1.697	706	1.383	-18.5	595	-15.8			
-3	15%	1.867	777	1.521	-18.5	654	-15.8			
-4	15%	2.037	847	1.659	-18.6	713	-15.8			
-5	15%	2.376	988	1.936	-18.5	832	-15.8			
-6	5%	5.400	2,246	5.400	0.0	2,322	3.4			
Average Deficit Employers		100%	2.010	836	1.688	-16.0	726	-13.2		