

Paid Family Leave – Apply Payroll Tax up to \$150,000; Status Quo Leaves Taken

1. What is the payroll tax rate needed for paid family leave at 6 weeks if the payroll tax applies up to \$150,000?

VDOL: In 2016, payroll up to \$150,000 represented 88% of payroll and 98% of SSNs		
	6 Weeks Parental & Family Care	% of Payroll
Cost as a Percentage of Total Payroll	0.124%	100%
Cost as a Percentage of Payroll Up to \$250K	0.132%	94%
Cost as a Percentage of Payroll Up to \$200K	0.135%	92%
Cost as a Percentage of Payroll Up to \$150K	0.141%	88%

2. How many leaves were taken in the IWPR model under the status quo?

	Status Quo	6 Weeks Parental & Family Care	Difference	% Difference
Number of Leaves Taken				
Parental	6,008	6,341	333	6%
Family Care	11,178	12,537	1,359	12%
Total	17,186	18,878	1,692	10%