

Paid Family Leave (PFL) Pilot Program

Sample Employee Cost & Payroll Deduction Estimate

Jovan is an Administrative Services Manager III. He is interested in purchasing one week of PFL income replacement. Jovan's current monthly base salary is \$13,846.

First, we must determine Jovan's annual base salary. Multiply Jovan's monthly salary by 12 months:

$$\mathbf{\$13,846 \times 12 \text{ months} = \$166,152 \text{ annual base salary}}$$

Next, divide the annual base salary by 52 weeks to determine what Jovan's weekly base earnings is:

$$\mathbf{\$166,152 \div 52 \text{ weeks} = \$3,195.23}$$

The PFL Pilot program provides a 70% income replacement. To determine the value of Jovan's one-week income replacement, multiply the weekly base earnings by 70%:

$$\mathbf{\$3,195.23 \times 70\% = \$2,236.66}$$

The PFL Pilot program is a two-year program. PFL deductions will take place through December 2026, and will occur semi-monthly (each pay period).

If Jovan's deductions begin on January 15, 2025, over the course of two years he will have 48 PFL-related deductions.

To determine the amount of the semi-monthly deduction, take the value of the one week's income replacement and divide it by 48. Jovan will be responsible for half of the cost.

$$\mathbf{\$2,236.66 \div 48 \text{ deductions} = \$46.60^*}$$
$$\mathbf{50\% \text{ of } \$46.60 = \$23.30^*}$$

Jovan will contribute \$23.30* per pay period towards the one-week PFL 70% income replacement.

**Payroll deduction amounts will be rounded as part of the specialized PFL deduction calculation formula. Your specific PFL deduction may slightly vary.*

Payroll deductions are taken on an after-tax basis.