Using the Rate of Pay Safe Harbor. If employees receive tips then W-2 Safe harbor may work better.

SETTING ACA AFFORDABILITY USING THE ROP SAFE HARBOR

FOR PLAN YEARS BEGINNING IN 2024

Hourly Rate	Monthly Salary (Hourly Rate x 130 Hours)	Affordability Amount (8.39% of Monthly Salary)
\$12.00	\$1,560.00	\$130.88
\$12.25	\$1,592.50	\$133.61
\$12.50	\$1,625.00	\$136.33
\$12.75	\$1,657.50	\$139.06
\$13.00	\$1,690.00	\$141.79
\$13.25	\$1,722.50	\$144.51
\$13.50	\$1,755.00	\$147.24
\$13.75	\$1,787.50	\$149.97
\$14.00	\$1,820.00	\$152.69
\$14.25	\$1,852.50	\$155.42
\$14.50	\$1,885.00	\$158.15
\$14.75	\$1,917.50	\$160.87
\$15.00	\$1,950.00	\$163.60
\$15.25	\$1,982.50	\$166.33
\$15.50	\$2,015.00	\$169.05
\$15.75	\$2,047.50	\$171.78
\$16.00	\$2,080.00	\$174.51
\$16.25	\$2,112.50	\$177.23
\$16.50	\$2,145.00	\$179.96
\$16.75	\$2,177.50	\$182.69
\$17.00	\$2,210.00	\$185.41
\$17.25	\$2,242.50	\$188.14
\$17.50	\$2,275.00	\$190.87
\$17.75	\$2,307.50	\$193.59
\$18.00	\$2,340.00	\$196.32
\$18.25	\$2,372.50	\$199.05
\$18.50	\$2,405.00	\$201.77
\$18.75	\$2,437.50	\$204.50
\$19.00	\$2,470.00	\$207.23
\$19.25	\$2,502.50	\$209.95
\$19.50	\$2,535.00	\$212.68
\$19.75	\$2,567.50	\$215.41
\$20.00	\$2,600.00	\$218.14
\$20.25	\$2,632.50	\$220.86
\$20.50	\$2,665.00	\$223.59
\$20.75	\$2,697.50	\$226.32
\$21.00	\$2,730.00	\$229.04
\$21.25	\$2,762.50	\$231.77
\$21.50	\$2,795.00	\$234.50
\$21.75	\$2,827.50	\$237.22
\$22.00	\$2,860.00	\$239.95
\$22.25	\$2,892.50	\$242.68
\$22.50	\$2,925.00	\$245.40
\$22.75	\$2,957.50	\$248.13
\$23.00	\$2,990.00	\$250.86
\$23.25	\$3,022.50	\$253.58

Hourly Rate Monthly Salary (Hourly Rate x 130 Hours) Affordability Amount (8.39% of Monthly Salary) \$23.50 \$3,055.00 \$256.31 \$23.75 \$3,087.50 \$259.04 \$24.00 \$3,120.00 \$261.76 \$24.25 \$3,185.00 \$264.49 \$24.50 \$3,185.00 \$267.22 \$24.75 \$3,277.50 \$269.94 \$25.00 \$3,250.00 \$272.67 \$25.25 \$3,282.50 \$275.40 \$25.75 \$3,347.50 \$280.85 \$26.00 \$3,380.00 \$288.85 \$26.25 \$3,412.50 \$286.30 \$26.50 \$3,445.00 \$289.03 \$27.00 \$3,510.00 \$229.03 \$27.00 \$3,510.00 \$289.03 \$27.00 \$3,510.00 \$299.94 \$27.25 \$3,477.50 \$291.76 \$27.00 \$3,510.00 \$299.94 \$27.75 \$3,607.50 \$302.66 \$28.00 \$3,607.50 \$303.59 \$28.25 \$3,607.50 <				
\$23.50	Hourly Rate		(8.39% of Monthly	
\$24.00 \$3,120.00 \$261.76 \$24.25 \$3,152.50 \$264.49 \$24.25 \$3,152.50 \$264.49 \$24.50 \$3,185.00 \$267.22 \$24.75 \$3,217.50 \$269.94 \$25.00 \$3,250.00 \$272.67 \$25.25 \$3,282.50 \$275.40 \$25.50 \$3,315.00 \$280.85 \$25.50 \$3,347.50 \$280.85 \$26.00 \$3,380.00 \$283.58 \$26.00 \$3,380.00 \$283.58 \$26.25 \$3,412.50 \$286.30 \$26.75 \$3,412.50 \$286.30 \$26.75 \$3,475.50 \$289.03 \$27.67 \$27.00 \$3,510.00 \$294.48 \$27.25 \$3,542.50 \$297.21 \$27.50 \$3,607.50 \$302.66 \$280.00 \$3,640.00 \$305.39 \$288.55 \$3,672.50 \$3,672.50 \$302.66 \$28.00 \$3,640.00 \$305.39 \$288.55 \$3,775.00 \$310.84 \$28.75 \$3,775.00 \$310.84 \$28.75 \$3,775.00 \$310.84 \$28.75 \$3,807.50 \$313.57 \$29.00 \$3,770.00 \$3,835.00 \$321.75 \$29.25 \$3,802.50 \$319.02 \$29.25 \$3,802.50 \$319.02 \$29.25 \$3,802.50 \$319.02 \$29.50 \$333.50 \$32.48 \$30.00 \$3,997.50 \$332.66 \$330.75 \$3,997.50 \$332.66 \$330.75 \$3,997.50 \$333.57 \$330.50 \$3,965.00 \$333.57 \$331.00 \$4,030.00 \$335.39 \$331.00 \$4,030.00 \$335.39 \$331.00 \$4,030.00 \$335.39 \$331.00 \$4,030.00 \$335.39 \$331.00 \$4,030.00 \$335.39 \$331.00 \$4,030.00 \$335.39 \$331.00 \$4,030.00 \$335.39 \$331.00 \$4,030.00 \$335.39 \$331.00 \$4,030.00 \$335.39 \$331.00 \$4,030.00 \$335.39 \$331.57 \$330.55 \$3,997.50 \$333.57 \$330.50 \$3,965.00 \$334.87 \$332.50 \$333.57 \$332.50 \$333.57 \$332.50 \$339.50 \$333.57 \$332.50 \$333.57 \$332.50 \$333.57 \$332.50 \$333.57 \$332.50 \$333.57 \$332.50 \$333.57 \$332.50 \$333.57 \$332.50 \$333.50 \$332.50 \$339.50 \$333.57 \$332.50 \$333.57 \$332.50 \$333.50	\$23.50	\$3,055.00		
\$24.25	\$23.75	\$3,087.50	\$259.04	
\$24.50	\$24.00	\$3,120.00	\$261.76	
\$24.75	\$24.25	\$3,152.50	\$264.49	
\$25.00 \$3,250.00 \$272.67 \$25.25 \$3,282.50 \$275.40 \$25.50 \$3,315.00 \$278.12 \$25.75 \$3,347.50 \$280.85 \$26.00 \$3,380.00 \$283.58 \$26.25 \$3,412.50 \$286.30 \$26.50 \$3,445.00 \$291.76 \$27.00 \$3,510.00 \$294.48 \$27.25 \$3,542.50 \$297.21 \$27.50 \$3,575.00 \$299.94 \$27.75 \$3,607.50 \$302.66 \$28.00 \$3,640.00 \$305.39 \$28.25 \$3,672.50 \$313.57 \$29.00 \$3,770.00 \$313.57 \$29.00 \$3,770.00 \$316.30 \$29.25 \$3,802.50 \$319.02 \$29.25 \$3,802.50 \$319.02 \$29.50 \$3,835.00 \$324.48 \$30.00 \$3,640.00 \$335.39 \$31.57 \$29.50 \$3,79.50 \$331.57 \$29.75 \$3,607.50 \$331.57 \$29.75 \$3,802.50 \$331.84 \$28.75 \$3,737.50 \$331.57 \$29.95 \$3,802.50 \$319.02 \$29.50 \$3,835.00 \$321.75 \$29.75 \$3,867.50 \$332.48 \$30.00 \$3,900.00 \$327.21 \$30.25 \$3,932.50 \$332.93 \$31.50 \$4,062.50 \$338.11 \$31.25 \$4,062.50 \$340.84 \$31.50 \$4,095.00 \$335.75 \$32.50 \$340.84 \$31.50 \$4,095.00 \$335.75 \$33.75 \$4,127.50 \$346.29 \$32.25 \$4,192.50 \$355.75 \$33.50 \$4,255.00 \$355.93 \$33.50 \$4,255.00 \$355.93 \$33.50 \$4,255.00 \$355.93 \$33.50 \$4,255.00 \$355.93 \$33.50 \$4,255.00 \$355.93 \$33.50 \$4,255.00 \$355.93 \$33.50 \$4,255.00 \$355.38 \$33.75 \$4,385.00 \$365.38 \$33.75 \$4,385.00 \$365.38 \$33.75 \$4,387.50 \$366.55	\$24.50	\$3,185.00	\$267.22	
\$25.25	\$24.75	\$3,217.50	\$269.94	
\$25.50 \$3,315.00 \$278.12 \$25.75 \$3,347.50 \$280.85 \$26.00 \$3,380.00 \$283.58 \$26.25 \$3,412.50 \$286.30 \$26.50 \$3,445.00 \$289.03 \$26.75 \$3,477.50 \$291.76 \$27.00 \$3,510.00 \$294.48 \$27.25 \$3,542.50 \$299.94 \$27.75 \$3,607.50 \$302.66 \$28.00 \$3,640.00 \$305.39 \$282.55 \$3,775.00 \$310.84 \$28.75 \$3,775.00 \$310.84 \$28.75 \$3,775.00 \$310.84 \$28.75 \$3,770.00 \$3,770.00 \$310.84 \$28.75 \$3,802.50 \$3,770.00 \$310.84 \$329.25 \$3,835.00 \$321.75 \$29.75 \$3,867.50 \$324.48 \$30.00 \$305.39 \$324.48 \$30.00 \$305.39 \$332.66 \$330.50 \$330.50 \$331.75 \$330.00 \$330.50 \$330.50 \$331.75 \$330.00 \$330.50 \$330.50 \$331.75 \$330.00 \$330.50 \$	\$25.00	\$3,250.00	\$272.67	
\$25.75	\$25.25	\$3,282.50	\$275.40	
\$26.00 \$3,380.00 \$283.58 \$26.25 \$3,412.50 \$286.30 \$26.50 \$3,445.00 \$289.03 \$26.75 \$3,477.50 \$291.76 \$27.00 \$3,510.00 \$294.48 \$27.25 \$3,542.50 \$297.21 \$27.50 \$366.50 \$3,640.00 \$305.39 \$28.25 \$3,672.50 \$310.84 \$28.75 \$3,770.00 \$310.84 \$28.75 \$3,770.00 \$310.84 \$28.75 \$3,770.00 \$316.30 \$29.25 \$3,802.50 \$319.02 \$29.50 \$38.80.50 \$329.75 \$336.50 \$324.48 \$30.00 \$336.39 \$324.48 \$30.00 \$336.30 \$321.75 \$3.607.50 \$332.66 \$330.00 \$3.770.00 \$316.30 \$329.25 \$3,802.50 \$319.02 \$329.50 \$332.66 \$330.00 \$3,390.00 \$327.21 \$30.25 \$3,997.50 \$332.66 \$330.50 \$332.66 \$330.50 \$332.50 \$332.66 \$330.50 \$332.50 \$332.66 \$330.75 \$3.997.50 \$333.39 \$331.00 \$4,030.00 \$3333.11 \$31.25 \$4,062.50 \$340.84 \$31.50 \$4,095.00 \$334.902 \$32.25 \$4,192.50 \$334.47 \$32.25 \$4,192.50 \$335.39 \$33.00 \$4,250.00 \$359.93 \$33.25 \$4,257.50 \$335.39 \$33.25 \$4,257.50 \$335.30 \$359.93 \$33.25 \$4,257.50 \$335.30 \$359.93 \$33.25 \$4,257.50 \$335.30 \$359.93 \$33.25 \$4,257.50 \$335.30 \$359.93 \$33.25 \$4,385.00 \$335.30 \$359.93 \$33.25 \$4,385.00 \$335.30 \$359.93 \$33.25 \$4,385.00 \$335.30 \$359.93 \$33.25 \$4,385.00 \$335.30 \$359.93 \$33.25 \$4,387.50 \$336.35 \$33.50 \$4,355.00 \$336.31	\$25.50	\$3,315.00	\$278.12	
\$26.25	\$25.75	\$3,347.50	\$280.85	
\$26.50	\$26.00	\$3,380.00	\$283.58	
\$26.75 \$3,477.50 \$291.76 \$27.00 \$3,510.00 \$294.48 \$27.25 \$3,542.50 \$297.21 \$27.50 \$3,575.00 \$299.94 \$27.75 \$3,607.50 \$302.66 \$28.00 \$3,640.00 \$305.39 \$28.25 \$3,672.50 \$308.12 \$28.50 \$3,705.00 \$310.84 \$28.75 \$3,737.50 \$313.57 \$29.00 \$3,770.00 \$316.30 \$29.25 \$3,802.50 \$319.02 \$29.50 \$3,835.00 \$321.75 \$29.75 \$3,867.50 \$324.48 \$30.00 \$3,900.00 \$327.21 \$30.25 \$3,932.50 \$329.93 \$30.50 \$3,997.50 \$335.39 \$31.00 \$4,030.00 \$338.11 \$31.25 \$4,062.50 \$340.84 \$31.75 \$4,127.50 \$346.29 \$32.00 \$4,160.00 \$349.02 \$32.50 \$4,250.0 \$354.47 \$32.50 \$4,25	\$26.25	\$3,412.50	\$286.30	
\$27.00 \$3,510.00 \$294.48 \$27.25 \$3,542.50 \$297.21 \$27.50 \$3,575.00 \$299.94 \$27.75 \$3,607.50 \$302.66 \$28.00 \$3,640.00 \$305.39 \$28.25 \$3,672.50 \$310.84 \$28.75 \$3,705.00 \$310.84 \$28.75 \$3,705.00 \$310.84 \$28.75 \$3,705.00 \$3110.84 \$28.75 \$3,705.00 \$3110.84 \$28.75 \$3,705.00 \$3110.84 \$28.75 \$3,705.00 \$3110.84 \$29.25 \$3,802.50 \$313.57 \$29.00 \$3,770.00 \$316.30 \$29.25 \$3,802.50 \$319.02 \$29.50 \$3,835.00 \$321.75 \$29.75 \$3,867.50 \$324.48 \$30.00 \$3,900.00 \$327.21 \$30.25 \$3,900.00 \$327.21 \$30.25 \$3,905.00 \$332.66 \$30.75 \$3,997.50 \$335.39 \$31.00 \$4,030.00 \$338.11 \$31.25 \$4,062.50 \$340.84 \$31.50 \$4,095.00 \$344.57 \$31.75 \$4,127.50 \$346.29 \$32.00 \$4,160.00 \$349.02 \$32.25 \$4,192.50 \$351.75 \$32.50 \$357.20 \$33.00 \$4,257.50 \$357.20 \$33.00 \$4,257.50 \$359.93 \$33.25 \$4,257.50 \$355.30 \$359.93 \$33.50 \$4,355.00 \$359.93 \$33.50 \$4,355.00 \$365.38 \$33.75 \$4,387.50 \$366.11	\$26.50	\$3,445.00	\$289.03	
\$27.25	\$26.75	\$3,477.50	\$291.76	
\$27.50	\$27.00	\$3,510.00	\$294.48	
\$27.75	\$27.25	\$3,542.50	\$297.21	
\$28.00	\$27.50	\$3,575.00	\$299.94	
\$28.25	\$27.75	\$3,607.50	\$302.66	
\$28.50	\$28.00	\$3,640.00	\$305.39	
\$28.75	\$28.25	\$3,672.50	\$308.12	
\$29.00 \$3,770.00 \$316.30 \$29.25 \$3,802.50 \$319.02 \$29.50 \$3,835.00 \$321.75 \$29.75 \$3,867.50 \$324.48 \$30.00 \$33.900.00 \$327.21 \$30.25 \$3,993.50 \$339.93 \$30.50 \$33.965.00 \$3353.39 \$31.00 \$4,030.00 \$338.11 \$31.25 \$4,062.50 \$340.84 \$31.50 \$4,095.00 \$343.57 \$31.75 \$4,127.50 \$346.29 \$32.00 \$4,160.00 \$349.02 \$32.25 \$4,225.00 \$354.47 \$32.75 \$4,257.50 \$357.20 \$335.39 \$33.00 \$4,290.00 \$359.93 \$33.25 \$4,322.50 \$359.93 \$33.50 \$4,355.00 \$365.38 \$33.75 \$4,357.50 \$368.11	\$28.50	\$3,705.00	\$310.84	
\$29.25 \$3,802.50 \$319.02 \$29.50 \$321.75 \$29.75 \$3,867.50 \$324.48 \$30.00 \$327.21 \$30.25 \$3,990.00 \$327.21 \$30.25 \$3,995.50 \$332.66 \$30.75 \$3,997.50 \$3353.39 \$31.00 \$4,030.00 \$338.11 \$31.25 \$4,062.50 \$340.84 \$31.50 \$4,095.00 \$344.57 \$31.75 \$4,127.50 \$346.29 \$32.00 \$4,160.00 \$349.02 \$32.25 \$4,225.00 \$354.47 \$32.75 \$4,257.50 \$357.20 \$33.00 \$4,290.00 \$359.93 \$33.50 \$4,355.00 \$33.50 \$4,355.00 \$365.38 \$33.75 \$4,387.50 \$368.11	\$28.75	\$3,737.50	\$313.57	
\$29.50 \$3,835.00 \$321.75 \$29.75 \$3,867.50 \$324.48 \$30.00 \$3,900.00 \$327.21 \$30.25 \$3,932.50 \$329.93 \$30.50 \$3,965.00 \$332.66 \$30.75 \$3,997.50 \$3353.39 \$31.00 \$4,030.00 \$338.11 \$31.25 \$4,062.50 \$340.84 \$31.50 \$4,095.00 \$343.57 \$31.75 \$4,127.50 \$346.29 \$32.00 \$4,160.00 \$349.02 \$32.25 \$4,192.50 \$351.75 \$32.50 \$4,225.00 \$354.47 \$32.75 \$4,257.50 \$357.20 \$33.00 \$4,290.00 \$359.93 \$33.25 \$4,322.50 \$362.65 \$33.50 \$4,355.00 \$365.38 \$33.75 \$4,387.50 \$368.11	\$29.00	\$3,770.00	\$316.30	
\$29.75 \$3,867.50 \$324.48 \$30.00 \$327.21 \$30.25 \$3,932.50 \$329.93 \$30.50 \$33.50 \$33.50 \$335.39 \$31.00 \$44,030.00 \$343.57 \$31.25 \$4,062.50 \$340.84 \$31.50 \$4,095.00 \$344.25 \$4,127.50 \$346.29 \$32.00 \$4,160.00 \$349.02 \$32.25 \$4,192.50 \$351.75 \$32.50 \$4,225.00 \$354.47 \$32.75 \$4,257.50 \$357.20 \$33.00 \$4,290.00 \$359.93 \$33.25 \$4,325.00 \$346.29 \$32.25 \$4,322.50 \$351.75 \$32.50 \$357.20 \$350.00 \$4,290.00 \$359.93 \$33.25 \$4,325.50 \$362.65 \$33.50 \$4,355.00 \$365.38 \$33.75 \$4,387.50 \$368.11	\$29.25	\$3,802.50	\$319.02	
\$30.00 \$3,900.00 \$327.21 \$30.25 \$3,932.50 \$329.93 \$30.50 \$3,965.00 \$332.66 \$30.75 \$3,997.50 \$3353.39 \$31.00 \$4,030.00 \$338.11 \$31.25 \$4,062.50 \$340.84 \$31.50 \$4,095.00 \$343.57 \$31.75 \$4,127.50 \$346.29 \$32.00 \$4,160.00 \$349.02 \$32.25 \$4,192.50 \$351.75 \$32.50 \$4,225.00 \$354.47 \$32.75 \$4,257.50 \$357.20 \$33.00 \$4,290.00 \$359.93 \$33.25 \$4,322.50 \$362.65 \$33.50 \$4,387.50 \$368.11	\$29.50	\$3,835.00	\$321.75	
\$30.25 \$3,932.50 \$329.93 \$30.50 \$332.66 \$30.75 \$3,997.50 \$335.39 \$31.00 \$4,030.00 \$338.11 \$31.25 \$4,062.50 \$340.84 \$31.50 \$4,095.00 \$343.57 \$31.75 \$4,127.50 \$346.29 \$32.00 \$4,160.00 \$349.02 \$32.25 \$4,192.50 \$351.75 \$32.50 \$4,225.00 \$354.47 \$32.75 \$4,257.50 \$357.20 \$33.00 \$4,290.00 \$359.93 \$33.25 \$4,322.50 \$362.65 \$33.50 \$4,387.50 \$368.11	\$29.75	\$3,867.50	\$324.48	
\$30.50 \$3,965.00 \$332.66 \$30.75 \$3,997.50 \$335.39 \$31.00 \$4,030.00 \$338.11 \$31.25 \$4,062.50 \$340.84 \$31.50 \$4,095.00 \$343.57 \$31.75 \$4,127.50 \$346.29 \$32.00 \$4,160.00 \$349.02 \$32.25 \$4,192.50 \$351.75 \$32.50 \$4,225.00 \$354.47 \$32.75 \$4,257.50 \$357.20 \$33.00 \$4,290.00 \$359.93 \$33.25 \$4,322.50 \$362.65 \$33.50 \$4,387.50 \$368.11	\$30.00	\$3,900.00	\$327.21	
\$30.75 \$3,997.50 \$335.39 \$31.00 \$4,030.00 \$338.11 \$31.25 \$4,062.50 \$340.84 \$31.50 \$4,095.00 \$343.57 \$31.75 \$4,127.50 \$346.29 \$32.00 \$4,160.00 \$349.02 \$32.25 \$4,192.50 \$351.75 \$32.50 \$4,225.00 \$354.47 \$32.75 \$4,257.50 \$357.20 \$33.00 \$4,290.00 \$359.93 \$33.25 \$4,322.50 \$362.65 \$33.50 \$4,355.00 \$365.38 \$33.75 \$4,387.50 \$368.11	\$30.25	\$3,932.50		
\$31.00 \$4,030.00 \$338.11 \$31.25 \$4,062.50 \$340.84 \$31.50 \$4,095.00 \$343.57 \$31.75 \$4,127.50 \$346.29 \$32.00 \$4,160.00 \$349.02 \$32.25 \$4,192.50 \$351.75 \$32.50 \$4,225.00 \$354.47 \$32.75 \$4,257.50 \$357.20 \$33.00 \$4,290.00 \$359.93 \$33.25 \$4,322.50 \$362.65 \$33.50 \$4,355.00 \$365.38 \$33.75 \$4,387.50 \$368.11	\$30.50	\$3,965.00	\$332.66	
\$31.25 \$4,062.50 \$340.84 \$31.50 \$4,095.00 \$343.57 \$31.75 \$4,127.50 \$346.29 \$32.00 \$4,160.00 \$349.02 \$32.25 \$4,192.50 \$351.75 \$32.50 \$4,225.00 \$354.47 \$32.75 \$4,257.50 \$357.20 \$33.00 \$4,290.00 \$359.93 \$33.25 \$4,322.50 \$362.65 \$33.50 \$4,387.50 \$368.11	\$30.75	\$3,997.50	\$335.39	
\$31.50 \$4,095.00 \$343.57 \$31.75 \$4,127.50 \$346.29 \$32.00 \$4,160.00 \$349.02 \$32.25 \$4,192.50 \$351.75 \$32.50 \$4,225.00 \$354.47 \$32.75 \$4,257.50 \$357.20 \$33.00 \$4,290.00 \$359.93 \$33.25 \$4,322.50 \$362.65 \$33.50 \$4,387.50 \$368.11	\$31.00	\$4,030.00	\$338.11	
\$31.75 \$4,127.50 \$346.29 \$32.00 \$4,160.00 \$349.02 \$32.25 \$4,192.50 \$351.75 \$32.50 \$4,225.00 \$354.47 \$32.75 \$4,257.50 \$357.20 \$33.00 \$4,290.00 \$359.93 \$33.25 \$4,322.50 \$362.65 \$33.50 \$4,387.50 \$368.11	\$31.25	\$4,062.50	\$340.84	
\$32.00 \$4,160.00 \$349.02 \$32.25 \$4,192.50 \$351.75 \$32.50 \$4,225.00 \$354.47 \$32.75 \$4,257.50 \$357.20 \$33.00 \$4,290.00 \$359.93 \$33.25 \$4,322.50 \$362.65 \$33.50 \$4,387.50 \$368.11	\$31.50	\$4,095.00	\$343.57	
\$32.25 \$4,192.50 \$351.75 \$32.50 \$4,225.00 \$354.47 \$32.75 \$4,257.50 \$357.20 \$33.00 \$4,290.00 \$359.93 \$33.25 \$4,322.50 \$362.65 \$33.50 \$4,355.00 \$365.38 \$33.75 \$4,387.50 \$368.11	\$31.75	\$4,127.50	\$346.29	
\$32.50 \$4,225.00 \$354.47 \$32.75 \$4,257.50 \$357.20 \$33.00 \$4,290.00 \$359.93 \$33.25 \$4,322.50 \$362.65 \$33.50 \$4,355.00 \$365.38 \$33.75 \$4,387.50 \$368.11	\$32.00	\$4,160.00	\$349.02	
\$32.75 \$4,257.50 \$357.20 \$33.00 \$4,290.00 \$359.93 \$33.25 \$4,322.50 \$362.65 \$33.50 \$4,355.00 \$365.38 \$33.75 \$4,387.50 \$368.11	\$32.25	\$4,192.50	\$351.75	
\$33.00 \$4,290.00 \$359.93 \$33.25 \$4,322.50 \$362.65 \$33.50 \$4,355.00 \$365.38 \$33.75 \$4,387.50 \$368.11	\$32.50	-	\$354.47	
\$33.25 \$4,322.50 \$362.65 \$33.50 \$4,355.00 \$365.38 \$33.75 \$4,387.50 \$368.11	\$32.75	\$4,257.50	\$357.20	
\$33.50 \$4,355.00 \$365.38 \$33.75 \$4,387.50 \$368.11		\$4,290.00	\$359.93	
\$33.75 \$4,387.50 \$368.11	\$33.25	\$4,322.50		
		\$4,355.00	\$365.38	
\$34.00 \$4.420.00 \$370.92	\$33.75	\$4,387.50	\$368.11	
·	\$34.00	\$4,420.00	\$370.83	
\$34.25 \$4,452.50 \$373.56	\$34.25	\$4,452.50	\$373.56	
\$34.50 \$4,485.00 \$376.29				
\$34.75 \$4,517.50 \$379.01	\$34.75	\$4,517.50	\$379.01	

For instructions on how to apply this safe harbor, please refer to the Empoyees' Rates of Pay section this guide. Minimum wage can, and does, differ for employers according to the size of their businesses and where they are located. It's important for employers to also ensure employees are paid at least minimum wage, according to labor laws.