



The following chart reflects the cost applied to an employer’s budget based on the hourly wage paid to a worker. To determine if workers are being paid minimum wage rates in accordance with New Mexico law, please navigate to the New Mexico Department of Workforce Solutions at the below link.

<https://www.dws.state.nm.us/Minimum-Wage-Information>

WORKER WAGE	EMPLOYER COST	WORKER WAGE	EMPLOYER COST	WORKER WAGE	EMPLOYER COST
\$ 12.00	\$ 13.59	\$ 16.75	\$ 18.97	\$ 21.50	\$ 24.35
\$ 12.25	\$ 13.87	\$ 17.00	\$ 19.25	\$ 21.75	\$ 24.63
\$ 12.50	\$ 14.16	\$ 17.25	\$ 19.54	\$ 22.00	\$ 24.92
\$ 12.75	\$ 14.44	\$ 17.50	\$ 19.82	\$ 22.25	\$ 25.20
\$ 13.00	\$ 14.72	\$ 17.75	\$ 20.10	\$ 22.50	\$ 25.48
\$ 13.25	\$ 15.01	\$ 18.00	\$ 20.39	\$ 22.75	\$ 25.76
\$ 13.50	\$ 15.29	\$ 18.25	\$ 20.67	\$ 23.00	\$ 26.05
\$ 13.75	\$ 15.57	\$ 18.50	\$ 20.95	\$ 23.25	\$ 26.33
\$ 14.00	\$ 15.86	\$ 18.75	\$ 21.23	\$ 23.50	\$ 26.61
\$ 14.25	\$ 16.14	\$ 19.00	\$ 21.52	\$ 23.75	\$ 26.90
\$ 14.50	\$ 16.42	\$ 19.25	\$ 21.80	\$ 24.00	\$ 27.18
\$ 14.75	\$ 16.70	\$ 19.50	\$ 22.08	\$ 24.25	\$ 27.46
\$ 15.00	\$ 16.99	\$ 19.75	\$ 22.37	\$ 24.50	\$ 27.75
\$ 15.25	\$ 17.27	\$ 20.00	\$ 22.65	\$ 24.75	\$ 28.03
\$ 15.50	\$ 17.55	\$ 20.25	\$ 22.93	\$ 25.00	\$ 28.31
\$ 15.75	\$ 17.84	\$ 20.50	\$ 23.22	\$ 25.25	\$ 28.60
\$ 16.00	\$ 18.12	\$ 20.75	\$ 23.50	\$ 25.50	\$ 28.88
\$ 16.25	\$ 18.40	\$ 21.00	\$ 23.78	\$ 25.75	\$ 29.16
\$ 16.50	\$ 18.69	\$ 21.25	\$ 24.07	\$ 26.00	\$ 29.45

EMPLOYER TAX BREAKDOWN

FICA*	7.65%
FUTA*	0.60%
SUTA**	1.00%
WC	4.00%
TOTAL	13.25%

To determine the Employer cost of an hourly worker wage that is not listed, simply multiply the rate by 1.1325.

***FICA and FUTA rates are subject to change based on changes to IRS tax tables.**

****SUTA Rates are subject to change annually and may vary for employers**