



THE INDEPENDENCE CENTER - NEW MEXICO WORKER RATES & EMPLOYER COSTS (SPOUSE, PARENTS, CHILDREN <18)

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	\$ 12.48	\$ 16.75	\$ 17.42	\$ 21.50	\$ 22.36
\$ 12.25	\$ 12.74	\$ 17.00	\$ 17.68	\$ 21.75	\$ 22.62
\$ 12.50	\$ 13.00	\$ 17.25	\$ 17.94	\$ 22.00	\$ 22.88
\$ 12.75	\$ 13.26	\$ 17.50	\$ 18.20	\$ 22.25	\$ 23.14
\$ 13.00	\$ 13.52	\$ 17.75	\$ 18.46	\$ 22.50	\$ 23.40
\$ 13.25	\$ 13.78	\$ 18.00	\$ 18.72	\$ 22.75	\$ 23.66
\$ 13.50	\$ 14.04	\$ 18.25	\$ 18.98	\$ 23.00	\$ 23.92
\$ 13.75	\$ 14.30	\$ 18.50	\$ 19.24	\$ 23.25	\$ 24.18
\$ 14.00	\$ 14.56	\$ 18.75	\$ 19.50	\$ 23.50	\$ 24.44
\$ 14.25	\$ 14.82	\$ 19.00	\$ 19.76	\$ 23.75	\$ 24.70
\$ 14.50	\$ 15.08	\$ 19.25	\$ 20.02	\$ 24.00	\$ 24.96
\$ 14.75	\$ 15.34	\$ 19.50	\$ 20.28	\$ 24.25	\$ 25.22
\$ 15.00	\$ 15.60	\$ 19.75	\$ 20.54	\$ 24.50	\$ 25.48
\$ 15.25	\$ 15.86	\$ 20.00	\$ 20.80	\$ 24.75	\$ 25.74
\$ 15.50	\$ 16.12	\$ 20.25	\$ 21.06	\$ 25.00	\$ 26.00
\$ 15.75	\$ 16.38	\$ 20.50	\$ 21.32	\$ 25.25	\$ 26.26
\$ 16.00	\$ 16.64	\$ 20.75	\$ 21.58	\$ 25.50	\$ 26.52
\$ 16.25	\$ 16.90	\$ 21.00	\$ 21.84	\$ 25.75	\$ 26.78
\$ 16.50	\$ 17.16	\$ 21.25	\$ 22.10	\$ 26.00	\$ 27.04
EMPLOYER TAX BREAKDOWN					
WC			4.00%		
TOTAL			4.00%		

To determine the Employer cost of an hourly worker wage that is not listed, simply multiply the rate by 1.0400.

**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*