

How do the 2021 UI rates compare with 2020?

The Rate Schedule is unchanged. Rate Schedule 1 with an average rate of 1.12% was used in 2020. An individual employer rate may increase or decrease depending on their experience rating record compared to other employers.

How is an employer's 2021 rate determined?

We determine individual employer contribution rates by calculating the employer's reserve ratio. This is total contributions paid by the employer minus any benefits charged to their account for the period October 1, 1981 through September 30, 2020. The balance (reserve) is divided by the employer's average taxable payroll for the last 3 completed federal fiscal years (10/1/17 to 9/30/20) to arrive at the employer's reserve ratio as illustrated:

$$\text{Contributions paid} - \text{benefit charges} = \text{Reserve} \quad \text{Reserve} / \text{average taxable payroll for 3 FY} = \text{Reserve ratio}$$

Each year, employers are placed into a rate class and assigned a rate based on their reserve ratio as compared to all other employers. The highest positive reserve ratio is assigned the lowest contribution rate.

Is there just one type of experience-rated account?

There are three types of experience-rated accounts: Eligible, Deficit and New Employer.

1. Eligible: An eligible employer has:

- a. had an active Montana UI account for the entire three federal fiscal years, (10/1/17 - 9/30/20)
- b. established a positive record (UI contributions paid exceed the UI benefits charged to their account); and
- c. paid wages in at least 1 of the 8 preceding calendar quarters.

2. Deficit: A deficit employer has more benefits charges than contributions paid into their account.

3. New Employer: A new employer has established a positive record but has not been covered for the entire three federal fiscal years, 10/1/2017 to 9/30/2020. New employers are assigned the average contribution rate of employers in their industry classification.

How do the rates compare for each type of account in 2021?

Eligible UI contribution rates range from 0.00% to 1.42%.

Deficit UI contribution rates range from 2.92% to 6.12%.

New Employer UI contribution rates range from 1.00% to 2.40%.

All employers pay the Administrative Fund Tax of 0.18%, except for employers who are assigned a 0.00% rate. The Administrative Fund Tax rate is 0.13% for employers in Eligible Rate Classes 1 and 2.

What is a "Penalty Rate"? Can I do anything to reduce my rate to the calculated rate?

Employers who owe tax, penalty or interest or have not filed all reports when rates are calculated in December will receive a "penalty rate". A penalty rate is 50% higher than it would otherwise be. To remove a penalty rate, an employer must file all reports and pay all tax, penalty and interest on their account by February 5, 2021. Resolving delinquent taxes and reports can result in significant UI tax savings throughout the year.

What is the Taxable Wage Base for 2021?

The taxable wage base for 2021 is \$35,300, which is 80% of Montana's 2019 average annual wage (\$44.135) rounded to the nearest \$100.