

## **The State of Washington Decreases Paid Family Medical Leave Rates for 2024**

Effective January 1, 2024, the premium rate for Washington State's Paid Family and Medical Leave (PFML) will decrease to 0.74% (from 0.8% in 2023) of each employee's gross wages up to the 2024 Social Security cap (\$168,600).

Employers with 50 or more employees working in the state of Washington will pay 28.57% of the 0.74% premium and employees will pay 71.43%.

### **Why is the Premium Rate is Changing?**

Premiums, collected from employees and employers through quarterly reporting, fund the paid leave program. By law, the Employment Security Department (ESD) recalculates the paid leave premium rate annually on September 30. The premium rate is adjusted based on contributions from premiums and benefits paid during the previous year.

### **City of Tacoma Resources**

Information pertaining to the PFML program that is specific to City employees is available on the [City's PFML resource webpage](#) located at [cityoftacoma.org/benefits](http://cityoftacoma.org/benefits) .

Please direct your questions to the City's Disability & Leave Management (DLM) Office at [DLM@cityoftacoma.org](mailto:DLM@cityoftacoma.org) or (253) 591-5452.