

**RATE OF PAY AFFORDABILITY CHART:  
NEVADA 2020**

Hourly Rate	Monthly Salary (Hourly Rate x 130 Hours)	Affordability Amount (9.78% of Monthly Salary)
\$ 7.25	\$ 942.50	\$ 92.17
\$ 7.50	\$ 975.00	\$ 95.35
\$ 7.75	\$ 1,007.50	\$ 98.53
\$ 8.00	\$ 1,040.00	\$ 101.71
\$ 8.25	\$ 1,072.50	\$ 104.89
\$ 8.50	\$ 1,105.00	\$ 108.06
\$ 8.75	\$ 1,137.50	\$ 111.24
\$ 9.00	\$ 1,170.00	\$ 114.42
\$ 9.25	\$ 1,202.50	\$ 117.60
\$ 9.50	\$ 1,235.00	\$ 120.78
\$ 9.75	\$ 1,267.50	\$ 123.96
\$ 10.00	\$ 1,300.00	\$ 127.14
\$ 10.25	\$ 1,332.50	\$ 130.31
\$ 10.50	\$ 1,365.00	\$ 133.49
\$ 10.75	\$ 1,397.50	\$ 136.67
\$ 11.00	\$ 1,430.00	\$ 139.85
\$ 11.25	\$ 1,462.50	\$ 143.03
\$ 11.50	\$ 1,495.00	\$ 146.21
\$ 11.75	\$ 1,527.50	\$ 149.38
\$ 12.00	\$ 1,560.00	\$ 152.56
\$ 12.25	\$ 1,592.50	\$ 155.74
\$ 12.50	\$ 1,625.00	\$ 158.92
\$ 12.75	\$ 1,657.50	\$ 162.10
\$ 13.00	\$ 1,690.00	\$ 165.28
\$ 13.25	\$ 1,722.50	\$ 168.46
\$ 13.50	\$ 1,755.00	\$ 171.63

Hourly Rate	Monthly Salary (Hourly Rate x 130 Hours)	Affordability Amount (9.78% of Monthly Salary)
\$ 13.75	\$ 1,787.50	\$ 174.81
\$ 14.00	\$ 1,820.00	\$ 177.99
\$ 14.25	\$ 1,852.50	\$ 181.17
\$ 14.50	\$ 1,885.00	\$ 184.35
\$ 14.75	\$ 1,917.50	\$ 187.53
\$ 15.00	\$ 1,950.00	\$ 190.71
\$ 15.25	\$ 1,982.50	\$ 193.88
\$ 15.50	\$ 2,015.00	\$ 197.06
\$ 15.75	\$ 2,047.50	\$ 200.24
\$ 16.00	\$ 2,080.00	\$ 203.42
\$ 16.25	\$ 2,112.50	\$ 206.60
\$ 16.50	\$ 2,145.00	\$ 209.78
\$ 16.75	\$ 2,177.50	\$ 212.95
\$ 17.00	\$ 2,210.00	\$ 216.13
\$ 17.25	\$ 2,242.50	\$ 219.31
\$ 17.50	\$ 2,275.00	\$ 222.49
\$ 17.75	\$ 2,307.50	\$ 225.67
\$ 18.00	\$ 2,340.00	\$ 228.85
\$ 18.25	\$ 2,372.50	\$ 232.03
\$ 18.50	\$ 2,405.00	\$ 235.20
\$ 18.75	\$ 2,437.50	\$ 238.38
\$ 19.00	\$ 2,470.00	\$ 241.56
\$ 19.25	\$ 2,502.50	\$ 244.74
\$ 19.50	\$ 2,535.00	\$ 247.92
\$ 19.75	\$ 2,567.50	\$ 251.10
\$ 20.00	\$ 2,600.00	\$ 254.28

**For employees that make more than \$20/hour please reference Word & Brown's Affordability calculator to determine affordability based on the rate of pay safe harbor.**

A full time employee should not pay more than 9.78% of his or her rate of pay for employee-only coverage on the lowest cost plan offered by the employer that meets minimum value in order to meet the ACA affordability criteria. The amounts listed in the final column in the chart above show 9.78% of the corresponding rates of pay.

- Employers must use 130 hours for this calculation. Overtime hours are excluded from this calculation.
- Employers should use employees' rates of pay at the beginning of the plan year.
- As of July 2016, minimum wage in Nevada is \$7.25 per hour for employees whose employer provides qualifying health benefits and \$8.25 for employees whose employer does not provide qualifying health benefits. The Office of the Labor Commissioner announced there will be an increase for 7/1/2020 so the information in this 2020 chart will apply through 6/30/2020.