

Washington Increases PFML Rates and Weekly Benefit for 2022

Effective January 1, 2022, the premium rate for Washington State's Paid Family and Medical Leave (PFML) will increase to 0.6% (from 0.4% in 2021) of each employee's gross wages up to the 2022 Social Security cap (\$147,000).

Employers with 50 or more employees working in the state of Washington will pay 26.78% of the 0.6% premium (0.161% of wages) and employees will pay 73.22% (0.439% of wages). This is the first rate increase for PFML since payroll deductions began in 2019.

The PFML premium rate is recalculated annually and is adjusted based on program utilization levels during the previous year. Higher PFML usage and reduced payroll tax revenue to fund the benefit during the pandemic are primarily responsible for the increase in 2022.

The maximum PFML weekly benefit will also increase to \$1,327 for leaves beginning in 2022 (from \$1,206 in 2021).

City of Tacoma Resources

Information pertaining to the PFML program that is specific to City employees is available on the [City's PFML resource website](#).

Questions?

Please direct your questions to the City's DLM Office at DLM@cityoftacoma.org or (253) 591-5452.