

**STATE OF ILLINOIS
DEPARTMENT OF EMPLOYMENT SECURITY**

2016

STATE EXPERIENCE FACTOR

AND

EMPLOYERS' UI CONTRIBUTION RATES

The 2016 State Experience Factor for unemployment insurance contributions is **112%**. The State Experience Factor for 2015 was 118%. Employers' 2016 contribution rates are computed in accordance with the Illinois Unemployment Insurance Act ("the Act").

DETERMINATION OF THE STATE EXPERIENCE FACTOR

The State Experience Factor is determined in the following manner:

1. The Unadjusted State Experience Factor

This is the ratio of all regular benefits paid (including benefits resulting from reimbursable employers) during the period from July 1, 2012 to June 30, 2015 to net revenues during the period from October 1, 2012 to September 30, 2015. Net revenues include receipts from reimbursable employers.

2. Adjustment Points

An adjustment is made to the 2016 State Experience Factor when the amount standing to the credit of this State's account in the Unemployment Insurance Trust Fund, as of June 30, less the Benefit Reserve for Fund Building from July 1, 1987 through June 30, 2015 (8/104 of total benefits paid from January 1, 1988 through December 31, 1988 and 4/108 of total benefits paid from January 1, 1989 through December 31, 1989), varies from the sum of \$1 billion. For every \$50 million, or fraction thereof, by which this adjusted Trust Fund balance exceeds \$1 billion, the State Experience Factor is decreased by one percentage point. For every \$50 million, or fraction thereof, by which the amount falls below \$1 billion, the State Experience Factor is increased by one percentage point.

COMPUTATION OF THE STATE EXPERIENCE FACTOR FOR 2016

The State Experience Factor for 2016 was computed as follows:

1. **Unadjusted State Experience Factor:**

All Benefits Paid 07/01/2012 thru 06/30/2015 \$6,584,078,417

=

Net Revenues 10/01/2012 thru 09/30/2015 \$6,187,692,271

Unadjusted factor = 106.4060%
or 106%

Net Revenue = [the calculated experience rated revenue liabilities (10/01/2012 thru 09/30/2015)
+ reimbursable revenue receipts (10/01/2012 thru 09/30/2015)]

Note: Under the provisions of the Act, the ratio of 106.4060% was rounded to the nearer multiple of one percent, namely 106%.

2. **Adjustment Points**

The amount standing to the credit of Illinois' account in the Unemployment Insurance Trust Fund as of 06/30/2015: \$1,641,856,179

Minus Benefit Reserves for Fund Building for July 1, 1987 through June 30, 2015: \$15,221,257

Amount used as the basis for adjustment points (Targeted Balance): \$1,000,000,000

Targeted Balance minus Adjusted Trust Balance: -\$626,634,922

-626,634,922

Adjustment Points \$50,000,000 = -12.5327 = -13*

*Under provisions of the Act, any fractional Adjustment Points are rounded to the next highest multiple.

3. **Unadjusted State Experience Factor for 2016:** 106%

Add Adjustment Points: -13%

2016 State Experience Factor as adjusted: **112% ****

**** Although the adjustment points decrease the 2016 Factor to 93%, the Act specifies that it cannot be more than 12 percentage points below the previous year's Factor, thus the 2016 Factor is constrained at 106%. Further, pursuant the Act, the adjusted state experience factor for calendar year 2016 shall be increased by 6% absolute above the adjusted state experience factor which yields a 112% State Experience Factor.**

EMPLOYERS' CONTRIBUTION RATES FOR 2016

Most employers who became liable for the payment of contributions *on or after January 1, 2014* will pay at the entry rate of **3.550%**. However, the Act dictates that employers pay higher entry rates if they are in a North American Industrial Classification System (NAICS) sector that has an average tax rate above the standard entry rate. New employers in the following NAICS sector will pay higher entry rates:

Construction (sector 23)	4.150%
Admin. Support & Waste Mgmt. & Remediation Svcs. (sector 56)	3.750%

The above entry rates include the 0.550% Fund Building Rate in effect for 2016.

Employers who became liable *between January 1, 2014 and June 1, 2014* (i.e. had at least 13 months of experience as of June 30, 2015) will have the greater of: the standard new employer rate of **3.550%**, or their NAICS sector average rate as noted above, or a rate based on their experience. Their contribution rate will be determined as specified below for experience rated employers except that the period used will be July 1, 2014 through June 30, 2015.

Employers who have incurred liability for the payment of contributions within each of the three or more years immediately preceding 2016 will qualify for a variable rate based on their individual experience. These employers may calculate their 2016 contribution rate as follows:

1. **Determine your BENEFIT RATIO**

There are three components of the Benefit Ratio:

Benefit Charges -- These are listed on the BEN-118 Statement of Benefit Charges.

Benefit Conversion Factor (BCF) -- The BCF gives Benefit Charges the same statewide financial impact as Benefit Wages (charges to employer accounts prior to July 1, 1989) to insure the stability of the Unemployment Insurance Trust Fund. The 2016 BCF is **138.4%**.

Taxable Wages -- These are reported on the UI-3/40 Quarterly Contribution and Wage Report.

If you have incurred liability within each of the **three** calendar years immediately preceding 2016, calculate your Benefit Ratio as follows:

1. Total the Benefit Charges for the period July, 2014 through June, 2015.
2. Multiply the total Benefit Charges by the Benefit Conversion Factor of 138.4%.
3. Divide these Converted Benefit Charges by your Taxable Wages for the period July, 2014 through June, 2015. This result, rounded to four places past the decimal when expressed as a percentage, is your 2016 Benefit Ratio.

If you have incurred liability within each of the **four** calendar years immediately preceding 2016, calculate your Benefit Ratio as follows:

1. Total the Benefit Charges for the period July, 2013 through June, 2015.
2. Multiply the total Benefit Charges by the Benefit Conversion Factor of 138.4%.
3. Divide these Converted Benefit Charges by your Taxable Wages for the period July, 2013 through June, 2015. This result, rounded to four places past the decimal when expressed as a percentage, is your 2016 Benefit Ratio.

If you have incurred liability within each of the **five** calendar years immediately preceding 2016, calculate your Benefit Ratio as follows:

1. Total the Benefit Charges for the period July, 2012 through June, 2015.
2. Multiply the total Benefit Charges by the Benefit Conversion Factor of 138.4%.
3. Divide these Converted Benefit Charges by your Taxable Wages for the period July, 2012 through June, 2015. This result, rounded to four places past the decimal when expressed as a percentage, is your 2016 Benefit Ratio.

2. Multiply your Benefit Ratio by the STATE EXPERIENCE FACTOR

Multiply your Benefit Ratio by the 2016 State Experience Factor of **112%**. Round the product to the nearest one-tenth of one percent.

3. Add the product in item 2 to the FUND BUILDING RATE

The Fund Building Rate for 2016 is **0.550%**. This rate is provided for in the Illinois Unemployment Insurance Act and is included in the rate calculation to aid in the maintenance of a solvent Unemployment Insurance Trust Fund.

The **minimum contribution rate** for 2016 is **0.550%** (0% plus the 0.550% Fund Building Rate).

The **maximum contribution rate** for 2016 is **7.750%** (7.200% plus the 0.550% Fund Building Rate).

NOTE: An experience-rated employer whose contribution rate is **higher than 5.400%** and whose **total quarterly wages are less than \$50,000** pays contributions at **5.400%** in that quarter.

WAGE LIMITATION

Only the first **\$12,960** of wages paid to a worker in calendar year 2016 are subject to the payment of contributions.

Examples of Rate Calculation

1. An employer's Benefit Ratio of 0.0310% is multiplied by the 2016 State Experience Factor of 112% to get 0.0347 which rounds to 0.0%. After adding the Fund Building Rate of 0.550%, the employer's 2016 contribution rate is 0.550%.
2. An employer's Benefit Ratio of 1.5299% is multiplied by the 2016 State Experience Factor of 112% to get 1.7135% which rounds to 1.7%. After adding the Fund Building Rate of 0.550%, the employer's 2016 contribution rate is determined to be 2.250%.
3. An employer's Benefit Ratio of 8.0612% is multiplied by the 2016 State Experience Factor of 112% to get 9.0285% which rounds to 9.0%. Although adding the Fund Building Rate of 0.550% equals 9.550%, the employer's 2016 contribution rate is the maximum rate of 7.750%.