



in the Know...

Happy St. Patrick's Day!!!

In recent months, we have seen the unemployment rate steadily rise. Although the unemployment figures are still very low: companies are not hiring. They are simply laying off employees in response to inflation. Even though inflation is beginning to lower experts are weighing in on whether or not we are headed into a recession.

As any good HR professional knows, we have an important role to play in keeping down a company's costs. One of our primary responsibilities in this endeavor is the States Unemployment Tax Act (SUTA) that is paid. What is the SUTA you ask? It is a payroll tax that is levied to fund state unemployment benefits; it is also known as State Unemployment Insurance (SUI) . You ask, how can we lower the SUTA/SUI? It is simple but not easy to do. *Reduce employee turnover.*

As we discussed in an earlier blog post regarding retention. It is important to retain employee. The easiest way to do this is by investing in your employees. The steps taken can improve your company culture thus lowering the turnover rate which can lead to lowering your SUTA. But employee retention is not the only way you can lower the tax rate. You can get creative when it comes to layoffs. By offering severance packages for departing employees can also lower the rate by eliminating or reducing the amount of time the employee is on unemployment. **Note-check with your state for exact requirements concerning unemployment benefits.* Of course, keeping good documentation when it comes to terminating an employee is very helpful to lowering the SUTA rate. Another great way to help lower your SUTA rate is to outsource your unemployment management. Third Party Administrators (TPA) are professionals dedicated to managing your unemployment claims. They have an arsenal of tips and strategies that can help lower your SUTA.

We at Savio HR Solutions are your unemployment specialists.

Got questions? Check out our website at www.saviosmart.com or give us call at 601-368-3302.

March facts:

March is name for the Roman god of War-Mars

President JFK founded the Peace Corps on March 1, 1961

Irish-American Heritage Month

Women's History Month

March 1st- Employee Appreciation Day

The Oscars are held in March

If you have any questions or concerns regarding this article or any other HR issue, please feel free to give us a call or send us an email.

We are here to help.

**Contact us at
601-368-3302 or via
email at
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