Iowa Workforce Development

Unemployment Insurance Tax Bureau
1000 E Grand Avenue
Des Moines, Iowa 50319

Important: Questions about rates should be in writing as the information may be confidential. Please direct phone inquiries to (888) 848-7442. Tax Bureau customer service hours are 8:30 a.m. to noon and 1:00 p.m. to 4:00 p.m., Monday - Friday *(excluding state holidays)*.

Benefit Ratio Rank

Each employers benefit ratio is determined by how your benefit ratio compares to the benefit ratios of other employers.

- Employers are listed by increasing benefit ratios, from lowest to highest.
- Employers are grouped on the list into 9 ranks using the total taxable wages, excluding reimbursable employment wages, reported by the same employers for the four calendar quarters immediately before the computation date (July1).
    - Ranks one through six contain 14.29% of the total taxable wages reported by the same employers.
    - Ranks seven, eight and nine contain 4.76% of the total taxable wages reported by the same employers.
- For **2026,** , the taxable wage base is **$20,400.00**.

  Note:
    - All employers with the same benefit ratio are assigned the same rank.
    - Employers with taxable wages that overlap ranks are assigned the lower of the two ranks.

Selection of the Rate Table

There are four rate tables each having 9 ranks. Rates vary from 0.000% to 5.400%. The table in effect for **2026** is **Table D**. The table used is decided by a formula that considers:

- the total money available to pay benefits on the rate computation date **(07/01/2025)**.
- the total wages paid by contributory employers in the first four of the five calendar quarters immediately before the rate computation date.
- the highest 12 consecutive month benefit cost ratio in the 10 years ending on the computation date.

Benefit Ratio for 2026

	BENEFIT RATIOS		RATE FROM
RANK	FROM	TO	TABLE D
1	LOWEST	0.0037	0.000
2	0.0038	0.0918	0.100
3	0.0919	0.1699	0.200
4	0.1700	0.2482	0.300
5	0.2483	0.3664	0.500
6	0.3665	0.7464	0.900
7	0.7465	1.1473	2.000
8	1.1474	2.7238	2.800
9	2.7239	HIGHEST	5.400

Rates for "Newly Covered" Employers

- **New non-construction** employers are assigned the rate from Rank 4 but not less than 1.000%, whichever is higher.
    - For **2026**, the rate is **1.000%**.
- **New construction** employers are assigned the rate from Rank 9.
    - For **2026**, the rate is **5.400%**.
- Once you are an eligible employer, you will receive a computed UI Tax Rate.

Note: You must file a timely report even if you have a zero rate.

Appeals Must:

1. Be in **writing**
2. Be filed **within 30 days** of the rate notice date
3. State that it is an **appeal**
4. Give the **grounds** for the appeal. Grounds include:
    - an error in the taxable wage detail and/or benefit charges
    - a favorable claims decision issued since the rate computation date or that you expect to receive on an appeal in progress

    Note: Grounds **do not include** "fairness" or "financial hardship". We cannot reduce rates that are correctly calculated.
5. Include your Iowa **Employer Account Number**
6. Be **mailed** to:

    Iowa Workforce Development
    Unemployment Insurance Tax Bureau
    1000 East Grand Avenue
    Des Moines, Iowa 50319-0209