

## Federal Rates and Limits

### FICA

|   |  |
|---|--|
| Social Security (OASDI) Wage Base   | \$184,500  |
| Medicare (HI) Wage Base   | No Limit   |
| Social Security (OASDI) Percentage  | 6.2%   |
| Medicare (HI) Percentage  | 1.45% (2.35% for individuals earning over \$200,000) |
| Maximum Employee Social Security (OASDI) Withholding                                | \$24,480   |
| Maximum Medicare (HI) Withholding   | No Limit   |
| Maximum Amount of Earnings to Still Receive Full Benefits Under Full Retirement Age | \$23,400   |
| Amount of AGI Causing SS Benefits to be Taxable (85%)                               |  |
| Married/Filing Jointly  | \$44,000   |
| Single  | \$34,000   |

### Retirement Contributions

|  |  |
|--|--|
| Maximum Elective Deferral to 401(k) and 403(b)                     | \$24,500                                   |
| Maximum Elective Deferral to SIMPLE IRA                            | \$17,000                                   |
| Maximum Annual Contribution to Defined Contribution Plans          | Lesser of 100% of compensation or \$72,000 |
| Maximum Annual Compensation Taken into Account for Contributions   | \$360,000                                  |
| Threshold Amount for Definition of Highly Compensated Employees    | \$160,000                                  |
| Threshold Amount for Definition of Key Employee in Top-Heavy Plans | \$235,000                                  |
| Catch Up Contribution Limits (Individuals at least age 50 by EOY)  |  |
| 401(k) Plans   | \$8,000                                    |
| SIMPLE IRA   | \$4,000                                    |

### Federal Minimum Wage \$7.25

Under the Fair Labor Standards Act (FLSA), covered employers must pay non-exempt employees at least \$7.25 per hour. Employees may be covered under state and/or local laws that require higher minimum wage rates.

### IRS Mileage Rates

|            |              |
|------------|--------------|
| Business   | 72.5¢ / mile |
| Medical    | 20.5¢ / mile |
| Moving     | 20.5¢ / mile |
| Charitable | 14¢ / mile   |

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## State Rates and Limits

| State        | State Supplemental Withholding Rate | State Unemployment Taxable Wage Base Limit | State Unemployment Rate Range for Employers <sup>1</sup> | State Unemployment New Employer Rate <sup>2</sup> | State Hourly Minimum Wage  | State Minimum Cash Wage for Tipped Employees |
|--------------|-------------------------------------|--|--|---|--|--|
| New Jersey   | N/A                                 | \$44,800                                   | 0.4825% - 6.2825%  | 0.3825% - 5.6825%                                 | \$15.92  | \$6.05                                       |
| Pennsylvania | 3.07%                               | \$10,000                                   | 1.419% - 14.4684%  | 3.822% non-construction, 10.5924% construction    | \$7.25   | \$2.83                                       |
| New York     | 11.70%                              | \$17,600                                   | 2.1% - 9.9%  | 4.025%  | \$17.00 (NYC, Nassau, Suffolk and Westchester Counties); \$16.00 remainder of NY State | Varies by Type of Tipped Employee***         |

\*Rates vary by industry. \*\*Rates include surcharges. \*\*\*Special rules apply to minimum wage standards for this state. Please refer to state laws.  
\*\*\*\*For specific rate please reference the state withholding tables.

1 Rates include applicable agency surcharges. Reimbursable and exempt employers not included. 2 Rates do not include surcharges unless noted.

Data known as of January 1, 2026. This publication is designed to provide accurate and authoritative information in regard to the subject matter covered. It is furnished with the understanding that the publisher is not engaged in rendering legal, accounting, or other professional services. If legal advice or other expert services are required, the services of a competent professional should be sought.