

## 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.