

## Federal Rates and Limits

FICA	
Social Security (OASDI) Wage Base	\$160,200
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	\$9,932.40
Maximum Medicare (HI) Withholding	No Limit
Maximum Amount of Earnings to Still Receive Full Benefits Under Full Retirement Age	\$19,560
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)	\$22,500
Maximum Elective Deferral to SIMPLE 401(k) Plans	\$15,500
Maximum Annual Contribution to Defined Contribution Plans	Lesser of 100% of compensation or \$66,000
Maximum Annual Compensation Taken into Account for Contributions	\$330,000
Threshold Amount for Definition of Highly Compensated Employees	\$150,000
Threshold Amount for Definition of Key Employee in Top-Heavy Plans	\$2015,000
Catch Up Contribution Limits (Individuals at least age 50 by EOY)	
401(k) Plans	\$7,500
SIMPLE 401(k) Plans	\$3,500

## 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

effective 7/1/22

Business	62.5¢ / mile
Medical	22¢ / mile
Moving	22¢ / mile
Charitable	14¢ / mile

Compliments of:

**Mickele Nowden CPA and Paychex, Inc.**

HR/Payroll/Benefits/Insurance

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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
Alabama	5%	8,000	0.76%-6.36%	2.70%	N/A	N/A
Alaska	No state withholding	\$45,200	1.00%-5.4% (Alaska has an employee contribution rate of 0.56% that is not included in this rate)	2.44% (Alaska has an employee contribution rate of 0.56% that is not included in this rate)	\$10.85	N/A

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

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

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Tax Facts 2023

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Arizona	0.5% - 3.5%****	\$8,000	0.08%-20.93%	2.00%	\$13.85	\$10.85
Arkansas	4.9%, effective 10/1/22	\$10,000	0.3% - 14.2%**	3.10%**	\$11.00***	\$2.63***
California	1.1%-14.63%****	\$7,000	1.5%-6.2%	3.40%	\$15.50	N/A
Colorado	4.40	\$20,400	0.75% - 10.39%	Non-Construction: 1.70%, Construction 1.7% (NAICS code 236), 6.82% (NAICS code 237) 1.86% (NAICS code 238)	\$13.65***	\$9.54***
Connecticut	N/A	\$15,000	1.9%-6.8%	3.0%	\$15.00, effective 6/1/23	Varies by Type of Tipped Employee
Delaware	N/A	\$14,500	0.3%-8.2%	1.8% New Employer, 2.3% Construction	\$11.75	\$2.23
District of Columbia	N/A	\$9,000	1.9%-7.4%	2.70%	\$16.10 (effective 7/1/2022)	\$5.35 (effective 7/1/2022)
Florida	No state withholding	\$7,000	0.10%-5.4%	2.70%	\$11.00 (effective 9/30/22)	\$7.98 (effective 9/30/22)
Georgia	2%-5.75%****	\$9,500	0.04%-8.10%	2.70%	\$5.15***	\$2.13***
Hawaii	N/A	\$56,700	.2%-5.80%	3.0%	\$12.00	\$11.00
Idaho	1.00%-6.00%****	\$49,900	0.207%-5.40%	1.000%**	\$7.25	\$3.35
Illinois	4.95%	\$12,960	0.725% - 7.625%	3.525% New Employer**	\$13.00***	\$7.80***
Indiana	3.15%	\$9,500	0.505%-9.484%	2.50%	\$7.25***	\$2.13***
Iowa	6%	\$36,100	0.0%-7.5%	1.0% New Employer, 7.5% Construction	\$7.25	\$4.35
Kansas	5%	\$14,000	0.17%-6.40%	2.7% New Employer, 6.0% Construction	\$7.25	\$2.13***
Kentucky	N/A	\$11,100	0.3%-9.0% (includes .075% SCUF surcharge)	2.7% New Employer (includes .075% SCUF surcharge) Construction 9.0% (includes .075% SCUF surcharge)	\$7.25	\$2.13
Louisiana	N/A	\$7,700	0.09%-6.2%	1.15% - 2.86%	N/A	N/A
Maine	5%	\$12,000	0.53%-6.16%	2.24%	\$13.80	\$6.90
Maryland	3.2%-8.95%****	\$8,500	1.0% - 10.5%	2.3% New Employer, 5.4% Out of State Construction	\$13.25 & \$12.80	\$3.63

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Massachusetts	5.00%	\$15,000	.56%-8.62%	1.45% New Employer, 5.55% Construction	\$15.00	\$6.75
Michigan	4.25%	\$9,500	0.06%-10.3%	2.7% New Employer, 6.3% New Construction	\$10.10	\$3.84***
Minnesota	6.25%	\$40,000	0.1% - 9.0%**	1.0% - 9.0%*	\$10.59 (Large Employer), \$8.63 (all others)	N/A
Mississippi	N/A	\$14,000	0.20%-5.60%	1.20%**	N/A	N/A
Missouri	5.3%	\$10,500	0%-9.45%	2.511%	\$12.00	\$6.00
Montana	6%	\$40,500	0.08%-6.30%	1.00% - 2.30%*	\$9.95	N/A
Nebraska	5.00%	\$9,000 for category 1-19 employers, \$24,000 for category 20 employers	0%-5.40%	1.25% - New Employer**, 5.40% Construction	\$10.50***	\$2.13***
Nevada	No state withholding	\$40,100	0.25%-5.4%	2.95%	Effective 7/1/2022 \$10.50 for employees not offered health insurance, \$9.50 for employees offered health insurance	N/A
New Hampshire	No state withholding	\$14,000	0% - 8%	2.2%**	\$7.25	\$3.27
New Jersey	N/A	\$41,100	0.4825%-6.8825%	2.9825%	\$14.13	\$5.13
New Mexico	1.7%-5.9%****	\$28,700	0.33%-6.4%	1.00% - 1.08%*	\$12.00	\$3.00
New York	11.7%	\$12,300	2.1%-9.9%	4.025%	\$14.20*** effective Dec. 31, 2022	Varies by Type of Tipped Employee***
North Carolina	4.85%	\$29,600	0.06%-5.76%	1.00%	\$7.25	\$2.13
North Dakota	1.84%	\$40,800	0.08% - 9.97%	1.13% non-construction (6.26% if negative account balance), 9.97% Construction	7.25	\$4.86
Ohio	3.50%	\$9,000	0.3% - 9.8%	2.7% New Employer, 5.6% construction	\$10.10	\$5.05
Oklahoma	4.75%	\$25,700	0.3%-9.2%	1.50%	\$7.25***	\$3.625***
Oregon	8.00%	\$50,900	.7% - 5.4%	2.10%	\$13.50 standard, \$14.75 metro, \$12.50 non-urban, effective 7/1/22	N/A
Pennsylvania	3.07%	\$10,000	14.4684	3.822% non-construction, 10.5924% construction	\$7.25	\$2.83
Puerto Rico	N/A****	\$7,000	1.0%-5.4%	2.7%	\$8.50	\$2.13

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Rhode Island	5.99%	\$24,600 except those paying highest tax rate whose wage base will be \$26,100	1.20% - 9.80%	1.19%	\$12.25	\$3.89
South Carolina	6.50%	\$14,000	0.06%-5.46%	0.55%	N/A	N/A
South Dakota	No state withholding	\$15,000	0%-9.88%	1.2%, 1.0% New Employer, 6.0%, 3.0% New Construction	\$10.80	\$5.40
Tennessee	No state withholding	\$7,000	.01%-10.0%	2.7%-5.5%*	N/A	N/A
Texas	No state withholding	\$9,000	0.31%-6.31%	2.7%**	\$7.25	\$2.13
Utah	N/A	\$44,800	0.3%-7.3%	1.4% - 6.5% (7.3% for new out of state contractors)	\$7.25	\$2.13
Vermont	30% of Federal Withholding for non-periodic payments. Use the withholding tables for periodic supplemental wages.	\$13,500	0.4%-8.4%	1.0% - 4.7%*	\$13.18	\$6.59
Virginia	5.75%	\$8,000	0.33%-6.43%	2.73% In State New Employer, 6.43% Out of State Contractor**	\$11.00***	\$2.13***
Washington	No state withholding	\$67,600	0.20% - 8.03%**	Rate is 115% of average industry rate	\$15.74	N/A
West Virginia	3%-6.5%****	\$9,000	1.5%-8.5%	2.7% In-State New Employer, 8.5% Out-of- State Construction	\$8.75	\$2.62***
Wisconsin	3.54%, or 4.65%, or 5.30%, or 7.65%	\$14,000	0.0%-12.0%* range of rates can vary by small/large firms	New Employer 3.05%-3.25%, Construction, 2.90%-3.10%	\$7.25***	\$2.33***
Wyoming	No state withholding	\$29,100	.00%-10.00%	1.35% - 8.85%	\$5.15	\$2.13

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