

Riley & Associates PC

5 Perry Way, Newburyport, Massachusetts 01950-4009

Tel: 978.463.9350 | Web: www.cpa-services.com

Federal Rates and Limits

FICA

Social Security (OASDI) Wage Base	\$127,200
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	\$7,886.40
Maximum Medicare (HI) Withholding	No Limit
Maximum Amount of Earnings to Still Receive Full Benefits Under Full Retirement Age	\$16,920
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)	\$18,000
Maximum Elective Deferral to SIMPLE IRA Plans	\$12,500
Maximum Annual Contribution to Defined Contribution Plans	Lesser of 100% of compensation or \$54,000
Maximum Annual Contribution to Keogh or SEP-IRA	\$54,000
Maximum Annual Compensation Taken into Account for Contributions	\$270,000
Threshold Amount for Definition of Highly Compensated Employees	\$120,000
Threshold Amount for Definition of Key Employee in Top-Heavy Plans	\$175,000
Catch Up Contribution Limits (Individuals at least age 50 by EOY)	
401(k) Plans	\$6,000
SIMPLE Plans	\$3,000

Federal Minimum Wage

\$7.25

FLSA employers are required to follow federal minimum wage rules when the state minimum wage is less than the federal minimum wage.

Mileage Rates

Business	53.5¢ / mile
Medical	17¢ / mile
Moving	17¢ / mile
Charitable	14¢ / mile

Compliments of:

**Riley & Associates PC and
Paychex.**

Payroll - HR - Employee Benefits

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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 <small>(Rates include applicable agency surcharges. Reimbursable and exempt employers not included)</small>	State Unemployment New Employer Rate <small>Rates do not include surcharges unless noted</small>	State Hourly Minimum Wage	State Minimum Wage for Tipped Employees
Alabama	5%	\$8,000	0.71%-6.86%	2.70%	N/A	N/A
Alaska	No state withholding	\$39,800	1.00% - 5.4% (Alaska has an employee contribution rate of 0.50% that is not included in this rate)	1.50% to 2.23% (Alaska has an employee contribution rate of 0.50% that is not included in this rate)	\$9.80	\$9.80
Arizona	0.8% - 5.1%****	\$7,000	0.03% - 8.91%	2.00%	\$10.00	\$7.00

*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.

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Arkansas	6.90%	\$12,000	0.4% - 14.3%**	3.20%**	\$8.50***	\$2.63***
California	1.1%-14.63%****	\$7,000	1.5% - 6.2%	3.40%	\$10.50 for employers with 26 or more employees, \$10.00 for employers with 25 or less employees	N/A
Colorado	4.63%	\$12,500	0.62% - 8.15%	1.70%	\$9.30***	\$6.28***
Connecticut	N/A	\$15,000	1.9% - 6.8%	3.90%	\$10.10	Varies by Type of Tipped Employee.
Delaware	N/A	\$18,500	0.3% - 8.2%	1.7% New Employer**, 3.4%-8.2% Construction**	\$8.25	\$2.23
District of Columbia	N/A	\$9,000	1.6% - 7.0%	2.70%	\$11.50	\$2.77
Florida	No state withholding	\$7,000	0.1% - 5.4%	2.70%	\$8.10	\$5.08
Georgia	2%-6%****	\$9,500	0.04% - 8.10%	2.70%**	\$5.15***	\$2.13***
Hawaii	N/A	\$44,000	0.0% - 5.60%	2.40%	\$9.25	\$8.50
Idaho	1.6%-7.4%****	\$37,800	0.399% - 5.40%	1.395%**	\$7.25	\$3.35
Illinois	3.75%	\$12,960	0.55% - 7.35%	3.45% New Employer**	\$8.25***	\$4.95***
Indiana	3.23%	\$9,500	0.505% - 9.484%	2.50%	\$7.25***	\$2.13***
Iowa	6%	\$29,300	0.0% - 8.0%	1.0% New Employer, Construction 8.0%	\$7.25	\$4.35
Kansas	4.50%	\$14,000	0.07% - 7.6%	2.7% New Employer, 6.0% Construction	\$7.25	\$2.13***
Kentucky	N/A	\$10,200	0.6% - 9.75%	2.7% New Employer, 9.75% Construction	\$7.25	\$2.13
Louisiana	2.1%-5.1%****	\$7,700	0.10% - 6.2%	1.23% - 3.07%	N/A	N/A
Maine	5%	\$12,000	0.49% - 5.40%	1.77%	\$9.00	\$5.00
Maryland	3.2%-8.95%****	\$8,500	0.3% - 7.5%	2.6% New Employer, 7.5% Out of State Construction	\$8.75	\$3.63
Massachusetts	5.10%	\$15,000	.73% - 11.13%	1.87% New Employer, 6.27% Construction	\$11.00	\$3.75

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Michigan	4.25%	\$9,000 for Non-Delinquent Employers \$9,500 for Delinquent Employers	0.78% - 12.94%	2.7% New Employer, 7.3% New Construction	\$8.90***	\$3.38***
Minnesota	6.25%	\$32,000	0.1% - 9.0%	1.54% New Employer, 8.44% Construction	\$9.50***	\$9.50***
Mississippi	3%-5%****	\$14,000	0.24% - 5.56%	1.24%**	N/A	N/A
Missouri	6.0%	\$13,000	0% - 9.0%	2.70% New Employer, 3.17% Construction	\$7.70	MO Wage with Tips needs to be \$3.85
Montana	6.0%	\$31,400	0.08% - 6.30%	1.00% - 2.60%*	\$8.15	N/A
Nebraska	5.0%	\$9,000	0% - 5.40%	1.25% - New Employer**, 5.40% Construction	\$9.00***	\$2.13***
Nevada	No state withholding	\$29,500	0.25% - 5.4%	2.95%-NV SUI, 0.29%-NV Bond	\$8.25***	N/A
New Hampshire	No state withholding	\$14,000	0% - 7.5%	1.50%	\$7.25	\$3.27
New Jersey	N/A	\$33,500	0.3825% - 5.6825%	2.6825%	\$8.44	\$2.13
New Mexico	1.7% - 4.9%****	\$24,300	0.33% - 6.4%	1.20% - 3.24%*	\$7.50	\$2.13
New York	9.62%	\$10,900	1.7% - 9.5%	4.025%	\$9.70***	Varies by Type of Tipped Employee.***
North Carolina	5.599%	\$23,100	0.06% - 5.76%	1.00%	\$7.25	\$2.13
North Dakota	1.84%	\$35,100	0.49% - 11.43%	2.34% non-construction, 11.43% Construction	\$7.25	\$4.86
Ohio	3.50%	\$9,000	0.9% - 9.4%	2.7% New Employer, 6.2% construction	\$8.15	\$4.08
Oklahoma	5.00%	\$17,700	0.1% - 5.5%	1.50%	\$7.25***	\$3.63***
Oregon	9.0%	\$38,400	1.2% - 5.4%	2.60%	\$9.75 standard/metro, \$9.50 non-urban	N/A
Pennsylvania	3.07%	\$9,750	2.6434% - 15.0977%	3.6785% New Employer, 10.1947% Construction	\$7.25	\$2.83
Puerto Rico	N/A****	\$7,000	3.4% - 5.4%	3.30%	\$5.08	\$2.13

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Rhode Island	5.99%	\$22,400 except those paying highest tax rate whose wage base will be \$23,900	1.20% - 9.80%	2.04%	\$9.60	\$3.89
South Carolina	7.0%	\$14,000	0.06% - 5.46%	1.17%	N/A	N/A
South Dakota	No state withholding	\$15,000	0% - 10.05%	1.0% - 1.2% New Employer, 3.0% - 6.0% Construction	\$8.65	\$4.33
Tennessee	No state withholding	\$8,000	.01% - 10.0%	2.7% - 7.0%*	N/A	N/A
Texas	No state withholding	\$9,000	0.59% - 8.21%	2.7%**	\$7.25	\$2.13
Utah	5%	\$33,100	0.2%-7.2%	1.1% - 7.2%	\$7.25	\$2.13
Vermont	24% of Federal Withholding for non-periodic payments. Use the withholding tables for periodic supplemental wages.	\$17,300	1.3% - 8.4%	1.0% - 6.7%*	\$10.00	\$5.00
Virginia	5.75%	\$8,000	0.13% - 6.23%	2.53% In State New Employer, 6.23% Out of State Contractor**	\$7.25***	\$2.13***
Washington	No state withholding	\$45,000	0.13% - 7.73%	Rate is 90% of average industry rate	\$11.00	N/A
West Virginia	3% - 6.5%****	\$12,000	1.5% - 8.5%	2.7% In-State New Employer, 8.5% Out-of-State Construction	\$8.75	\$2.62***
Wisconsin	4.00%, or 5.84%, or 6.27%, 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 4.40% - 4.55%	\$7.25***	\$2.33***
Wyoming	No state withholding	\$25,400	.34% - 8.84%	1.34% - 4.18%* **	\$5.15	\$2.13

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