

Federal Rates and Limits

FICA

Social Security (OASDI) Wage Base	\$147,000
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	\$9,114.00
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)	\$20,500
Maximum Elective Deferral to SIMPLE 401(k) Plans	\$14,000
Maximum Annual Contribution to Defined Contribution Plans	Lesser of 100% of compensation or \$61,000
Maximum Annual Compensation Taken into Account for Contributions	\$305,000
Threshold Amount for Definition of Highly Compensated Employees	\$135,000
Threshold Amount for Definition of Key Employee in Top-Heavy Plans	\$200,000
Catch Up Contribution Limits (Individuals at least age 50 by EOY)	
401(k) Plans	\$6,500
SIMPLE 401(k) Plans	\$3,000

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 covered by another law that requires a higher minimum wage must comply with the higher rate.

IRS Mileage Rates

Business	58.5¢ / mile
Medical	18¢ / mile
Moving	18¢ / mile
Charitable	14¢ / mile

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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 ¹	State Unemployment New Employer Rate ²	State Hourly Minimum Wage	State Minimum Cash Wage for Tipped Employees
Alabama	5%	8,000	1.21%-7.36%	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)	\$10.34	N/A

*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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State	State Supplemental Withholding Rate	State Unemployment Taxable Wage Base Limit	State Unemployment Rate Range for Employers ¹	State Unemployment New Employer Rate ²	State Hourly Minimum Wage	State Minimum Cash Wage for Tipped Employees
Arizona	0.8% - 5.1%****	\$7,000	0.08%-20.93%	2.00%	\$12.80	\$9.80
Arkansas	5.50%	\$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%	\$15.00 for employers with 26 or more employees, \$14.00 for employers with 25 or less employees	N/A
Colorado	4.55% - retro 1/1/2020	\$17,000	0.75% - 10.39%	Non-Construction: 1.70%, Construction 1.86% (NAICS code 236 and 238) and 7.58% (NAICS code 237)	\$12.56***	\$9.54***
Connecticut	N/A	\$15,000	1.9%-6.8%	3.0%	\$13.00, effective 8/1/21	Varies by Type of Tipped Employee
Delaware	N/A	\$16,500	0.3%-8.2%	1.8% New Employer, 2.3% Construction	\$10.50	\$2.23
District of Columbia	N/A	\$9,000	1.9%-7.4%	2.70%	\$15.20 (effective July 1, 2021)	\$5.05 (effective July 1, 2021)
Florida	No state withholding	\$7,000	0.10%-5.4%	2.70%	\$10.00 (effective Sept. 30, 2021)	\$6.98 (effective Sept. 30, 2021)
Georgia	2%-5.75%****	\$9,500	0.04%-8.10%	2.70%**	\$5.15***	\$2.13***
Hawaii	N/A	\$51,600	.2%-5.80%	3.0%	\$10.10	\$9.35
Idaho	1.00%-6.50%****	\$46,500	0.252%-5.40%	1.000%**	\$7.25	\$3.35
Illinois	4.95%	\$12,960	0.725% - 7.625%	3.525% New Employer**	\$12.00***	\$7.20***
Indiana	3.23%	\$9,500	0.505%-9.484%	2.50%	\$7.25***	\$2.13***
Iowa	6%	\$34,800	0.0%-7.5%	1.0% New Employer, 7.5% Construction	\$7.25	\$4.35
Kansas	5%	\$14,000	0.20%-7.60%	2.7% New Employer, 6.0% Construction	\$7.25	\$2.13***
Kentucky	N/A	\$11,100	0.5%-9.5%	2.7% New Employer, Construction 9.5%	\$7.25	\$2.13
Louisiana	N/A	\$7,700	0.09%-6.2%	1.16% - 2.89%	N/A	N/A
Maine	5%	\$12,000	0.49%-5.81%	2.11%	\$12.75	\$6.38
Maryland	3.2%-8.95%****	\$8,500	2.2% - 13.5%	2.6% New Employer, 4.5% Out of State Construction	\$12.50	\$3.63

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Tax Facts 2022

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Massachusetts	5.00%	\$15,000	.94%-14.37%	2.42% New Employer, 6.72% Construction	\$14.25	\$6.15
Michigan	4.25%	\$9,500	0.06%-10.3%	2.7% New Employer, 6.3% New Construction	\$9.87	\$3.75***
Minnesota	6.25%	\$38,000	0.5% - 9.4%	1.50% - 9.40%*	\$10.33 (Large Employer), \$8.42 (All others)	N/A
Mississippi	3%-5%****	\$14,000	0.20%-5.60%	1.20%**	N/A	N/A
Missouri	5.4%	\$11,000	0%-9.45%	2.376%	\$11.15	\$5.575
Montana	6%	\$38,100	0.08%-6.30%	1.00% - 2.30%*	\$9.20	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	\$9.00***	\$2.13***
Nevada	No state withholding	\$36,600	0.25%-5.4%	2.95%	Effective 7/1/2021 \$9.75*** for employees not offered health insurance, \$8.75 for employees offered health insurance	N/A
New Hampshire	No state withholding	\$14,000	0% - 8.5%	2.7%**	\$7.25	\$3.27
New Jersey	N/A	\$39,800	0.3825%-5.8%	2.6825%	\$13.00	\$5.13
New Mexico	1.7%-5.9%****	\$28,700	0.33%-6.4%	1.00% - 1.31%*	\$11.50	\$2.80
New York	11.70%	\$12,000	2.1%-9.9%	4.025%	13.20*** effective Dec. 31, 2021	Varies by Type of Tipped Employee***
North Carolina	5.09%	\$28,000	0.06%-5.76%	1.00%	\$7.25	\$2.13
North Dakota	1.84%	\$38,400	0.08% - 9.69%	1.02% non-construction (6.09% if negative account balance), 9.69% Construction	\$7.25	\$4.86
Ohio	3.50%	\$9,000	0.3% - 9.7%	2.7 New Employer, 5.5% construction	\$9.30	\$4.65
Oklahoma	4.75%	\$24,800	0.3%-7.50%	1.50%	\$7.25***	\$3.625***
Oregon	8.00%	\$47,700	.9% - 5.4%	2.40%	\$12.75 standard, \$14.00 metro, \$12.00 non-urban	N/A
Pennsylvania	3.07%	\$10,000	1.2905% - 13.8858%	3.689% non-construction, 10.2238% construction	\$7.25	\$2.83
Puerto Rico	N/A****	\$7,000	1.4%-5.4%	2.9%	\$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, effective 1/1/22	\$3.89
South Carolina	7.00%	\$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	\$9.95	\$4.975
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	\$41,600	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.	\$15,500	0.4%-8.4%	1.0% - 4.7%*	\$12.55	\$6.28
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	\$62,500	0.20% - 8.03%**	Rate is 115% of average industry rate	\$14.49	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	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, 2.50%-2.70%	\$7.25****	\$2.33***
Wyoming	No state withholding	\$27,700	.48%-10.00%	1.28% - 9.78%	\$5.15	\$2.13

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