



# 2024 Payroll Tax Rates

Updated January, 2024

## Federal

Agency websites  
 Internal Revenue Service: [www.irs.gov](http://www.irs.gov)  
 Social Security Administration: [www.ssa.gov](http://www.ssa.gov)  
 US Dept. of Labor: [www.dol.gov](http://www.dol.gov)

### FICA (Social Security)

Maximum Taxable wages	\$168,600
Employer Tax Rate	6.2%
Employee Tax Rate	6.2%
Self-employment Tax Rate	12.4%

### FICA (Medicare)

Maximum Taxable Earnings	No Limit
Employer Tax Rate	1.45%
Employee Tax Rate	1.45%
Note: Employers are required to withhold an additional 0.9% on employee's wages in excess of \$200,000.	
Self-employment Tax Rate	2.9%

### FUTA (Employer Paid)

Maximum Taxable Earnings	\$7,000
Percent of Taxable Wages	6.0%
Maximum Credit	5.4%
Normal Net Tax	0.6%

### Minimum Wage

Federal and Pennsylvania	\$7.25
New Jersey-As of 1/1/2024 (Note: employers with fewer than 6 employees move to \$13.73/hr.)	\$15.13
Minimum Cash Wage (New Jersey) (Tipped employee)	\$5.26
Minimum Cash Wage (Pennsylvania) (Tipped employee)	\$2.83
Maximum Tip Credit (Federal only)	\$5.12

### Standard Mileage Rates

	Per mile
Business Use	67 cents
Medical or Moving Use	21 cents
Charitable Use	14 cents (unchanged)

## Pennsylvania

Agency websites  
 Department of Revenue: [www.revenue.state.pa.us](http://www.revenue.state.pa.us)  
 US Dept. of Labor & Industry:  
[www.dli.state.pa.us/landi/site/default.asp](http://www.dli.state.pa.us/landi/site/default.asp)

Wage Withholding rate	3.07%
Supplemental Wage/Bonus Rate	3.07%
Philadelphia Resident (7/1/23-6/30/24)	3.75%
Philadelphia non-resident (7/1/23-6/30/24)	3.44%
Local Jurisdictions	As applicable

### Unemployment Insurance

Maximum Taxable Earnings	\$10,000
Employee 2024 Deduction	Unlimited
Employee rate	.07%
Base week wages	None
Employer Tax Rate	Varies by employer

## New Jersey

Agency websites  
 Division of Taxation: [www.state.nj.us/treasury/taxation](http://www.state.nj.us/treasury/taxation)  
 NJ Dept. of Labor: <https://www.nj.gov/labor/ea/employer-services/rate-info/>

Wage Withholding	Use Withholding Table
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### Unemployment Insurance

Employer Tax Rate	Varies by Employer
Unemployment Tax Wage Base	\$42,300
Employee Contribution rate	.003825
Unemployment Insurance	.000425
Workforce Dev/Supplemental Workforce	
<b>Maximum Employee Contribution</b>	<b>\$179.78</b>
Family Leave Insurance Wage Base	\$161,400
Disability Insurance	.00
Family Leave Insurance	.0009
<b>Maximum Employee Contribution</b>	<b>\$145.26</b>
Base week wage	\$283



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