



2025 Payroll Tax Rates

Updated January, 2025

Federal

Agency websites
 Internal Revenue Service: www.irs.gov
 Social Security Administration: www.ssa.gov
 US Dept. of Labor: www.dol.gov

FICA (Social Security)

Maximum Taxable wages	\$176,100
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 1/1/2025 (Note: employers with fewer than 6 employees move to \$14.53/hr.)	\$15.49
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	70 cents
Medical or Moving Use	21 cents
Charitable Use	14 cents (unchanged)

Pennsylvania

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

Wage Withholding rate	3.07%
Supplemental Wage/Bonus Rate	3.07%
Philadelphia Resident (7/1/24-6/30/25)	3.75%
Philadelphia non-resident (7/1/24-6/30/25)	3.44%
Local Jurisdictions	As applicable

Unemployment Insurance

Maximum Taxable Earnings	\$10,000
Employee 2025 Deduction	Unlimited
Employee rate	.07%
Base week wages	\$1,347.00
Employer Tax Rate	Varies by employer

New Jersey

Agency websites
 Division of Taxation: 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	\$43,300
Employee Contribution rate	.003825
Unemployment Insurance	.000425
Workforce Dev/Supplemental Workforce	
Maximum Employee Contribution	\$184.02
Family Leave Insurance Wage Base	\$165,400
Disability Insurance	.0023
Family Leave Insurance	.0033
Maximum Employee Contribution	\$926.24
Base week wage	\$303



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