



# 2026 Payroll Tax Rates

Updated January, 2026

## 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)

## 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)

### FICA (Social Security)

Maximum Taxable wages	\$184,500
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 1/1/2026 (Note: employers with fewer than six employees move to \$15.23/hr.)	\$15.92
Minimum Cash Wage (New Jersey) (Tipped employee)	\$6.05
Minimum Cash Wage (Pennsylvania) (Tipped employee)	\$2.83
Maximum Tip Credit (Federal only)	\$5.12

### Standard Mileage Rates

	Per mile
Business Use	72.5 cents
Medical or Moving Use	20.5 cents
Charitable Use	14 cents (unchanged)

Wage Withholding rate	3.07%
Supplemental Wage/Bonus Rate	3.07%
Philadelphia Resident (7/1/25-6/30/26)	3.74%
Philadelphia non-resident (7/1/25-6/30/26)	3.43%
Local Jurisdictions	As applicable

### Unemployment Insurance

Maximum Taxable Earnings	\$10,000
Employee 2026 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](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	\$44,800
Employee Contribution rate	.003825
Unemployment Insurance	.003825
Workforce Dev/Supplemental Workforce	.000425
<b>Maximum Employee Contribution</b>	<b>\$190.40</b>
Family Leave Disability Wage Base	\$171,100
Disability Insurance	.0019
Family Leave Insurance	.0023
<b>Maximum Employee Contribution</b>	<b>\$909.02</b>
Base week wage	\$310



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