

# Federal Rates and Limits

FICA		Federal Minimum Wage	
Social Security (OASDI) Wage Base	\$184,500	\$7.25	
Medicare (HI) Wage Base	No Limit	Under the Fair Labor Standards Act (FLSA), covered employers must pay nonexempt employees at least \$7.25 per hour. Employees may be covered under state and/or local laws that require higher minimum wage rates.	
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	\$11,439		
Maximum Medicare (HI) Withholding	No Limit	IRS Mileage Rates	
Maximum Amount of Earnings to Still Receive Full Benefits Under Full Retirement Age	\$24,480	Business	72.5¢ / mile
Amount of AGI Causing SS Benefits to be Taxable (85%)		Medical	20.5¢ / mile
Married/Filing Jointly	\$44,000	Moving	20.5¢ / mile
Single	\$34,000	Charitable	14¢ / mile
Retirement Contributions		Compliments of:  Olson & Associates and Paychex, Inc.  HR/Payroll/Benefits/Insurance  www.paychex.com  Get the latest Tax Facts info here:  <a href="https://www.paychex.com/taxfacts">https://www.paychex.com/taxfacts</a>	
Maximum Elective Deferral to 401(k) and 403(b)	\$24,500		
Maximum Elective Deferral to SIMPLE 401(k) Plans	\$17,000		
Maximum Annual Contribution to Defined Contribution Plans	Lesser of 100% of compensation or \$72,000		
Maximum Annual Compensation Taken into Account for Contributions	\$360,000		
Threshold Amount for Definition of Highly Compensated Employees	\$160,000		
Threshold Amount for Definition of Key Employee in Top-Heavy Plans	\$235,000		
Catch Up Contribution Limits (Individuals at least age 50 by end of year)			
401(k) Plans	\$8,000		
SIMPLE 401(k) Plans	\$4,000		
Super Catch Up Contribution Limits (Individuals age 60-63 by end of year) 401(k) Plans:	\$11,250		

# State Rates and Limits

State	State Supplemental Withholding Rate	State Unemployment Taxable Wage Base Limit	State Unemployment Rate Range for Employers <sup>1</sup>	State Unemployment New Employer Rate <sup>2</sup>	State Hourly Minimum Wage	State Minimum Cash Wage for Tipped Employees
Illinois	4.95%	\$14,250	0.750%-7.050%	3.35% New Employer**	\$15.00***	\$9.00***
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***

\*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.

<sup>1</sup>Rates include applicable agency surcharges. Reimbursable and exempt employers not included. <sup>2</sup>Rates do not include surcharges unless noted.

Data known as of Jan. 9, 2026. This publication is designed to provide accurate and authoritative information in regard to the subject matter covered. It is furnished with the understanding that the publisher is not engaged in rendering legal, accounting, or other professional services. If legal advice or other expert services are required, the services of a competent professional should be sought.

