

2023 LIMIT / WAGE BASE WORKSHEET

FEDERAL INFORMATION		Transportation Benefits		UI State Wage Base (cont)	
Minimum Wage	\$7.25	Qualified Parking	\$300	Mississippi	\$14,000
Federal Contracts Minimum Wage	\$16.20	Transit Pass	\$300	Missouri	\$10,500
Maximum Tip Credit	\$5.12	Per Diem Rate – High Cost	\$297	Montana	\$40,500
		Per Diem Rate – Low Cost	\$204	Nebraska**	\$9,000
Social Security Wage Base	\$160,200			Nevada	\$40,100
Social Security Rate (EE & ER)	6.20%	Annual 401K Plan Limits		New Hampshire	\$14,000
Medicare Wage Base No Limit	No Limit	401k Elective Deferrals	\$22,500	New Jersey	\$41,100
Medicare Rate (EE & ER)	1.45%	Defined Contribution	\$66,000	New Mexico	\$30,100
Medicare Rate > \$200,000 (EE Only)	2.35%	Compensation	\$330,000	New York	\$12,300
		Catch-Up Contributions	\$7,500	North Carolina	\$29,600
		Highly Compensated Employees	\$150,000	North Dakota	\$40,800
FICA THRESHOLD				Ohio	\$9,000
Election Workers	\$2,200	Non-401k Related Limits		Oklahoma	\$25,700
Domestic Employees	\$2,600	403(b)/457 Elective Deferrals	\$22,500	Oregon	\$50,900
		SIMPLE Employee Deferrals	\$15,500	Pennsylvania	\$10,000
FUTA Wage Base	\$7,000	SIMPLE Catch-Up Deferrals	\$3,500	Puerto Rico	\$7,000
FUTA Effective Rate*	0.60%	SEP Minimum Compensation	\$750	Rhode Island*	\$28,200
*FUTA Rate unless credit reduction		SEP Compensation	\$330,000	South Carolina	\$14,000
				South Dakota	\$15,000
Foreign Earned Income Exclusion	\$120,000	UI State Wage Base	WageBase	Tennessee	\$7,000
Adoption Assistance	\$15,950	Alabama	\$8,000	Texas	\$9,000
FSA Contribution Limit Medical	\$3,050	Alaska	\$47,100	Utah	\$44,800
Dependent Care Assistance	\$5,000	Arizona	\$8,000	Vermont	\$13,500
		Arkansas	\$7,000	Virgin Islands	\$30,200
HSA Contribution Limit Employee and		California	\$7,000	Virginia	\$8,000
Individual	\$3,850	Colorado	\$20,400	Washington	\$67,600
Family	\$7,750	Connecticut	\$15,000	West Virginia	\$9,000
Catch-Up (age 55 or older)	\$1,000	Delaware	\$18,500	Wisconsin	\$14,000
		District of Columbia	\$9,000	Wyoming	\$29,100
HDHP Min Ded/Max Out-of-Pocket		Florida	\$7,000		
Individual	\$1,500 / \$7,500	Georgia	\$9,500		<i>**NE highest UI tax rate group is \$24,000</i>
Family	\$3,000 / \$15,000	Hawaii	\$56,700		<i>*RI highest UI tax rate group is \$29,700</i>
		Idaho	\$49,900	Legal Banking Holidays	
Medical Savings Account (MSA)		Illinois	\$13,271	New Year's Day Monday	01/02/2023
Single		Indiana	\$9,500	Martin Luther King Jr Monday	01/16/2023
Deductible	\$2,650 - \$3,950	Iowa	\$36,100	Presidents Day Monday	02/20/2023
Max Out-of-Pocket Expense	\$5,300	Kansas	\$14,000	DC Emancipation Day Monday	04/17/2023
Family		Kentucky	\$11,100	Memorial Day Monday	05/29/2023
Deductible	\$5,300 - \$7,900	Louisiana	\$7,700	Juneteenth Monday	06/19/2023
Max Out-of-Pocket Expense	\$9,650	Maine	\$12,000	Independence Day Tuesday	07/04/2023
		Maryland	\$8,500	Labor Day Monday	09/04/2023
Mileage Rates (change eff 7/1/2022)		Massachusetts	\$15,000	Columbus Day Monday	10/09/2023
Standard Business	\$0.655	Michigan	\$9,500	Veteran's Day Friday	11/10/2023
Moving (Military Expense Only)	\$0.22	Minnesota	\$40,000	Thanksgiving Day Thursday	11/23/2023
Charitable	\$0.14			Christmas Day Monday	12/25/2023



Revision 01/24/2023

DISCLAIMER: This information is intended to be guidelines only and not to be considered advice and believe to be accurate as of revision date. Please note that not all states follow Federal rules and regulations.