

**2024 LIMIT / WAGE BASE WORKSHEET**

<b>FEDERAL INFORMATION</b>		<b>Transportation Benefits</b>	<b>UI State Wage Base (cont)</b>		
Minimum Wage	\$7.25	Qualified Parking	\$315	Mississippi	\$14,000
Federal Contracts Minimum Wage	\$17.20	Transit Pass	\$315	Missouri	\$10,000
Maximum Tip Credit	\$5.12	Per Diem Rate – High Cost	\$309	Montana	\$43,000
		Per Diem Rate – Low Cost	\$214	Nebraska**	\$9,000
Social Security Wage Base	\$168,600			Nevada	\$40,600
Social Security Rate (EE & ER)	6.20%	<b>Annual 401K Plan Limits</b>		New Hampshire	\$14,000
Medicare Wage Base No Limit	No Limit	401k Elective Deferrals	\$23,000	New Jersey	\$42,300
Medicare Rate (EE & ER)	1.45%	Defined Contribution	\$69,000	New Mexico	\$31,700
Medicare Rate > \$200,000 (EE Only)	2.35%	Compensation	\$345,000	New York	\$12,500
		Catch-Up Contributions	\$7,500	North Carolina	\$31,400
		Highly Compensated Employees	\$155,000	North Dakota	\$43,800
<b>FICA THRESHOLD</b>				Ohio	\$9,000
Election Workers	\$2,300	<b>Non-401k Related Limits</b>		Oklahoma	\$27,000
Domestic Employees	\$2,700	403(b)/457 Elective Deferrals	\$23,000	Oregon	\$52,800
		SIMPLE Employee Deferrals	\$16,000	Pennsylvania	\$10,000
FUTA Wage Base	\$7,000	SIMPLE Catch-Up Deferrals	\$3,500	Puerto Rico	
FUTA Effective Rate*	0.60%	SEP Minimum Compensation	\$750	Rhode Island*	\$29,200
*FUTA Rate unless credit reduction		SEP Compensation	\$345,000	South Carolina	\$14,000
				South Dakota	\$15,000
Foreign Earned Income Exclusion	\$126,500	<b>UI State Wage Base</b>	<b>WageBase</b>	Tennessee	
Adoption Assistance	\$16,810	Alabama	\$8,000	Texas	\$9,000
FSA Contribution Limit Medical	\$3,200	Alaska	\$49,700	Utah	\$47,000
Dependent Care Assistance	\$5,000	Arizona	\$8,000	Vermont	\$14,300
		Arkansas	\$7,000	Virginia	\$8,000
<b>HSA Contribution Limit Employee and</b>		California	\$7,000	Washington	\$68,500
Individual	\$4,150	Colorado	\$23,800	West Virginia	
Family	\$8,300	Connecticut	\$25,000	Wisconsin	\$14,000
Catch-Up (age 55 or older)	\$1,000	Delaware	\$10,500	Wyoming	\$30,900
		District of Columbia	\$9,000		
<b>HDHP Min Ded/Max Out-of-Pocket</b>		Florida	\$7,000		**NE highest UI tax rate group is \$24,000
Individual	\$1,600 / \$8,050	Georgia	\$9,500		*RI highest UI tax rate group is \$30,700
Family	\$3,200 / \$16,100	Hawaii	\$59,100	<b>Legal Banking Holidays</b>	
		Idaho	\$53,500	New Year's Day Monday	01/01/2024
<b>Medical Savings Account (MSA)</b>		Illinois	\$13,590	Martin Luther King Jr Monday	01/15/2024
<b>Single</b>		Indiana	\$9,500	Presidents Day Monday	02/19/2024
Deductible	\$2,800 - \$4,150	Iowa	\$38,200	DC Emancipation Day Tuesday	04/16/2024
Max Out-of-Pocket Expense	\$5,550	Kansas	\$14,000	Memorial Day Monday	05/27/2024
<b>Family</b>		Kentucky	\$11,400	Juneteenth Wednesday	06/19/2024
Deductible	\$5,550 - \$8,350	Louisiana	\$7,700	Independence Day Thursday	07/04/2024
Max Out-of-Pocket Expense	\$10,200	Maine	\$12,000	Labor Day Monday	09/02/2024
		Maryland	\$8,500	Columbus Day Monday	10/14/2024
<b>Mileage Rates</b>		Massachusetts	\$15,000	Veteran's Day Monday	11/11/2024
Standard Business	\$0.670	Michigan	\$9,500	Thanksgiving Day Thursday	11/28/2024
Moving (Military Expense Only)	\$0.21	Minnesota	\$42,000	Christmas Day Wednesday	12/25/2024
Charitable	\$0.14				



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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.