2027 LIMIT / WAGE BASE WORKSHEET

FEDERAL INFORMATION	
Minimum Wage	$7.25
Federal Contracts Minimum Wage	
Maximum Tip Credit	$5.12
Social Security Wage Base	$192,300
Social Security Rate (EE & ER)	6.20%
Medicare Wage Base No Limit	No Limit
Medicare Rate (EE & ER)	1.45%
Medicare Rate > $200,000 (EE Only)	2.35%
FICA THRESHOLD	
Election Workers	$2,700
Domestic Employees	$3,100
FUTA Wage Base	$7,000
FUTA Effective Rate*	0.60%
*FUTA Rate unless credit reduction	
Foreign Earned Income Exclusion	$137,300
Adoption Assistance	$18,250
FSA Contribution Limit Medical	$3,500
Dependent Care Assistance	$7,500
HSA Contribution Limit Employee and	
Individual	$4,500
Family	$9,000
Catch-Up (age 55 or older)	$1,000
HDHP Min Ded/Max Out-of-Pocket	
Individual	$1,750 / $8,700
Family	$3,500 / $17,400
Medical Savings Account (MSA)	
Single	
Deductible	$3,000 - $4,550
Max Out-of-Pocket Expense	$6,050
Family	
Deductible	$6,050 - $9,050
Max Out-of-Pocket Expense	$11,050
Mileage Rates	
Standard Business	
Moving (Military Expense Only)	
Charitable	

Transportation Benefits	
Qualified Parking	$350
Transit Pass	$350
Per Diem Rate – High Cost	$329
Per Diem Rate – Low Cost	$230
Annual 401K Plan Limits	
401k Elective Deferrals	
Defined Contribution	
Compensation	
Catch-Up Contributions (age 50-59)	
Catch-Up Contributions (age 60-63)	
Highly Compensated Employees	
Non-401k Related Limits	
403(b)/457 Elective Deferrals	
SIMPLE Employee Deferrals	
SIMPLE Catch-Up Deferrals (50-59)	
SIMPLE Catch-Up Deferrals (60-63)	
SEP Minimum Compensation	

UI State Wage Base	WageBase
Alabama	$8,000
Alaska	
Arizona	$8,000
Arkansas	
California	$7,000
Colorado	$32,100
Connecticut	$27,900
Delaware	$16,500
District of Columbia	$9,000
Florida	$7,000
Georgia	$9,500
Hawaii	
Idaho	
Illinois	
Indiana	$9,500
Iowa	$21,100
Kansas	$15,700
Kentucky	$12,000
Louisiana	$7,000
Maine	$12,000
Maryland	$8,500
Massachusetts	$15,000
Michigan	
Minnesota	
Mississippi	$14,000
Missouri	$8,500
Montana	
Nebraska**	$9,000
Nevada	$45,400
New Hampshire	$14,000
New Jersey	$46,400
New Mexico	
New York	
North Carolina	
North Dakota	
Ohio	$9,000
Oklahoma	$24,400
Oregon	
Pennsylvania	$10,000
Rhode Island*	
South Carolina	$14,000
South Dakota	$15,000
Tennessee	
Texas	$9,000
Utah	
Vermont	$16,100
Virginia	$8,000
Washington	$82,000
West Virginia	
Wisconsin	$14,000
Wyoming	$34,900

***NE highest UI tax rate group is $24,000*

**RI highest UI tax rate group is $*

Legal Banking Holidays	
New Year's Day - Friday	01/01/2027
Martin Luther King Jr - Monday	01/18/2027
Presidents Day - Monday	02/15/2027
DC Emancipation Day - Friday	04/16/2027
Memorial Day - Monday	05/31/2027
Juneteenth - Friday	06/18/2027
Independence Day - Monday	07/05/2027
Labor Day - Monday	09/06/2027
Columbus Day - Monday	10/11/2027
Veteran's Day - Thursday	11/11/2027
Thanksgiving Day Thursday	11/25/2027
Christmas Day - Friday	12/24/2027

HARPERS PAYROLL SERVICES

Revision 11/10/2026

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.