

Federal Rates and Limits

FICA		Federal Minimum Wage	
Social Security (OASDI) Wage Base	\$127,200	\$7.25	FLSA employers are required to follow federal minimum wage rules when the state minimum wage is less than the federal minimum wage.
Medicare (HI) Wage Base	No Limit		
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	\$7886.40	Mileage Rates	
Maximum Medicare (HI) Withholding	No Limit	Business	53.5¢ / mile
Maximum Amount of Earnings to Still Receive Full Benefits Under Full Retirement Age	\$16,920	Medical	17¢ / mile
Amount of AGI Causing SS Benefits to be Taxable (85%)		Moving	17¢ / mile
Married/Filing Jointly	\$44,000	Charitable	14¢ / mile
Single	\$34,000		
Retirement Contributions		Compliments of: Paychex, Inc. Payroll - HR - Employee Benefits www.paychex.com Get the latest Tax Facts info here: https://www.paychex.com/taxfacts	
Maximum Elective Deferral to 401(k) and 403(b)	\$18,000		
Maximum Elective Deferral to SIMPLE IRA Plans	\$12,500		
Maximum Annual Contribution to Defined Contribution Plans	Lesser of 100% of compensation or \$54,000		
Maximum Annual Contribution to Keogh or SEP-IRA	\$54,000		
Maximum Annual Compensation Taken into Account for Contributions	\$270,000		
Threshold Amount for Definition of Highly Compensated Employees	\$120,000		
Threshold Amount for Definition of Key Employee in Top-Heavy Plans	\$175,000		
Catch Up Contribution Limits (Individuals at least age 50 by EOY)			
401(k) Plans	\$6,000		
SIMPLE Plans	\$3,000		

State Rates and Limits

State	State Supplemental Withholding Rate	State Unemployment Taxable Wage Base Limit	State Unemployment Rate Range for Employers ¹	State Unemployment New Employer Rate ²	State Hourly Minimum Wage	State Minimum Wage for Tipped Employees
California	1.1%-14.63%****	\$7,000	1.5% - 6.2%	3.40%	\$10.50 for employers with 26 or more employees, \$10.00 for employers with 25 or less employees	N/A

*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.

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

Data known as of December 22nd, 2017. 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.