

PAYROLL TAX GUIDE

Current as of January 2025

2025

Qualified Retirement Plans

	2025	2024
Maximum elective deferral to retirement plans (e.g., 401(k), 408(a))	\$ 23,500	\$ 23,000
Maximum elective deferral to SIMPLE IRAs	\$ 16,500	\$ 16,000
Maximum elective deferral to 457 plans of exempt employers	\$ 23,500	\$ 23,000
Credit on annual additions to defined contributions plans	\$ 70,000	\$ 69,000
Minimum mandatory 401(k) plan participation	\$ 750	\$ 750
Maximum annual compensation taken into account for contributions	\$ 350,000	\$ 345,000
Annual benefit limit under defined benefit plans	\$ 360,000	\$ 375,000
Catch-up Contribution Limits		
401(k), 408(a), 457 and 457 plans	\$ 7,500	\$ 7,500
SIMPLE IRAs	\$ 3,500	\$ 3,500

Social Security & Medicare Tax

	2025		2024	
	OASDI	HI	OASDI	HI
Maximum taxable wages/income	\$174,100	No Limit	\$168,600	No Limit
Tax Rate				
Employer	6.2%	1.45%*	6.2%	1.45%†
Employee (self-employed)	6.2%	1.45%†	6.2%	1.45%†
Employee (self-employed)		0.9%†		0.9%†
Self-Employer (self-employed)	12.4%	2.9%	12.4%	2.9%
Self-Employer (self-employed)		3.0%		3.0%

OASDI = Old Age, Survivors and Disability Insurance
HI = Medicare Hospital Insurance

* The employer HI rate is 1.45% on all wages.

† The 2024-25 employee HI rate is 1.45% on all wages plus an additional 0.9% on wages over \$200,000.

2025 Federal Unemployment Tax

Wage Limit	Rate	Max. Credit	Deposit Rate
\$ 7,000	6.00%	6.40%	0.60%

Supplemental Wages Withholding

Federal Withholding	2025	2024
Less than \$1,000,000	22.00%	22.00%
Over \$1,000,000	37.00%	37.00%

Health Savings Accounts (HSAs)

Annual Contribution Limits	2025	2024
Individual	\$ 4,300	\$ 4,150
Family	\$ 8,550	\$ 8,300
Catch-up Contributions	\$ 1,000	\$ 1,000

Employers must file Form 5305 for an employee's HSA on Form W-2, Box 12, Code W.

Dependent Care Benefits

	2025	2024
Married	\$ 5,000	\$ 5,000
Married Filing Separately	\$ 2,500	\$ 2,500

Group-Term Life Insurance Exceeding \$50,000 Paid by Employer

5-Year Age Bracket	Monthly Cost/\$1,000 of Coverage
Under 25	\$ 0.05
25 to 29	\$ 0.06
30 to 34	\$ 0.08
35 to 39	\$ 0.09
40 to 44	\$ 0.10
45 to 49	\$ 0.15
50 to 54	\$ 0.20
55 to 59	\$ 0.40
60 to 64	\$ 0.65
65 to 69	\$ 1.20
70 and above	\$ 2.00

Tax-Free Commuting Benefits

Per Month	2025	2024
Employee Parking	\$ 305	\$ 315
Transit Passes/In-Home Rides	\$ 305	\$ 315

Standard Mileage Rates

	2025	2024
Business	70.0¢	67.0¢
Charitable	14.0¢	14.0¢
Medical	21.0¢	21.0¢

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Table of Contents Payroll Tax Guide 2015

1. Understanding the eBook Payroll Tax Guide 2015
 - The Rise of Digital Reading Payroll Tax Guide 2015
 - Advantages of eBooks Over Traditional Books
2. Identifying Payroll Tax Guide 2015
 - Exploring Different Genres
 - Considering Fiction vs. Non-Fiction
 - Determining Your Reading Goals
3. Choosing the Right eBook Platform
 - Popular eBook Platforms
 - Features to Look for in an Payroll Tax Guide 2015
 - User-Friendly Interface
4. Exploring eBook Recommendations from Payroll Tax Guide 2015

- Personalized Recommendations
- Payroll Tax Guide 2015 User Reviews and Ratings
- Payroll Tax Guide 2015 and Bestseller Lists
- 5. Accessing Payroll Tax Guide 2015 Free and Paid eBooks
 - Payroll Tax Guide 2015 Public Domain eBooks
 - Payroll Tax Guide 2015 eBook Subscription Services
 - Payroll Tax Guide 2015 Budget-Friendly Options
- 6. Navigating Payroll Tax Guide 2015 eBook Formats
 - ePub, PDF, MOBI, and More
 - Payroll Tax Guide 2015 Compatibility with Devices
 - Payroll Tax Guide 2015 Enhanced eBook Features
- 7. Enhancing Your Reading Experience
 - Adjustable Fonts and Text Sizes of Payroll Tax Guide 2015
 - Highlighting and Note-Taking Payroll Tax Guide 2015
 - Interactive Elements Payroll Tax Guide 2015
- 8. Staying Engaged with Payroll Tax Guide 2015
 - Joining Online Reading Communities
 - Participating in Virtual Book Clubs
 - Following Authors and Publishers Payroll Tax Guide 2015
- 9. Balancing eBooks and Physical Books Payroll Tax Guide 2015
 - Benefits of a Digital Library
 - Creating a Diverse Reading Collection Payroll Tax Guide 2015
- 10. Overcoming Reading Challenges
 - Dealing with Digital Eye Strain
 - Minimizing Distractions
 - Managing Screen Time
- 11. Cultivating a Reading Routine Payroll Tax Guide 2015
 - Setting Reading Goals Payroll Tax Guide 2015
 - Carving Out Dedicated Reading Time
- 12. Sourcing Reliable Information of Payroll Tax Guide 2015

- Fact-Checking eBook Content of Payroll Tax Guide 2015
- Distinguishing Credible Sources

13. Promoting Lifelong Learning

- Utilizing eBooks for Skill Development
- Exploring Educational eBooks

14. Embracing eBook Trends

- Integration of Multimedia Elements
- Interactive and Gamified eBooks

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