THOMSON REUTERS CHECKPOINT[™]

PAYROLL GUIDE 2023 FACT FINDER[†]

PENSION PLAN LIMITATIONS

INTERNAL REVENUE SERVICE		2023		2022	IRC REF.
Salary Deferral (pretax) Limits • §401(k)/§403(b)/SEP • SIMPLE Plans • State/local govt.; tax exempts §401(k) catch-up contributions Other catch-up contributions	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$	22,500 15,500 22,500 7,500 3,500	\$ \$ \$ \$ \$ \$ \$	20,500 14,000 20,500 6,500 3,000	§402(g)(1) §408(p)(2)(E) §457 §414(v)(2)(B)(i) §414(v)(2)(B)(ii)
Section 415 Annual Benefits Limits Defined benefit plans Defined contribution plans 	\$ \$	265,000 66,000	\$ \$	245,000 61,000	§415(b)(1)(A) §415(c)(1)(A)
Compensation Limits • Qualified plans • Collectively bargained • Governmental plans	\$ \$ \$	330,000 330,000 490,000	\$	305,000 305,000 450,000	§401(a)(17) §401(a)(17) §401(a)(17)
Highly Compensated Levels At any time 5% owner Any employee One of top-paid employees 	\$	No limit 150,000 Optional	\$	No limit 135,000 Optional	§414(q)(1)(A) §414(q)(1)(B) §414(q)(1)(B)
Key Employee Levels Highly compensated 10 highest paid employees with largest interest 	\$	215,000 N/A	\$	200,000 N/A	§416(i)(1)(A)(i) §416(i)(1)(A)(ii)
• 5% owner • 1% owner	\$	No limit 150,000	\$	No limit 150,000	§416(i)(1)(A)(iii) §416(i)(1)(A)(iv)
SEP Plans • Mandatory plan participation • Compensation amount Collectively bargained	\$ \$ \$	750 330,000 330,000	\$ \$ \$	650 305,000 305,000	§408(k)(2)(C) §408(k)(3)(C) §408(k)(3)(C)
 ESOP Threshold for exception to 5-yr. distribution requirement Incremental amt. for distribution 	\$ \$	1,330,000 265,000		,230,000 245,000	§409(o)(1)(C)(ii) §409(o)(1)(C)(ii)
Control Employees • Private sector Board or shareholder-appointed or elected official Any employee • Governmental employee	\$ \$ \$	130,000 265,000 172,100	\$ \$ \$	120,000 245,000 165,300	Reg. §1.61-21(f) Reg. §1.61-21(f) Reg. §1.61-21(f)

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† Based on info available as of January 30, 2023.

ada	litional 0.9%	% on wages o	6.20% 2.35%*			
FEDER	AL UNEM	PLOYMEN ¹	ΓΤΑΧ			
Wage Limit \$7,000		ate .0%	Maximum Credit 5.4%	Deposit Rate 0.60%		
TAX-FF	TAX-FREE COMMUTING BENEFITS (PER MONTH)					
	oyee Parkir t Passes/\ e		2023 \$ 300 \$ 300 \$ 0	2022 \$280 \$280 0		
FEDERAL MILEAGE RATES						
Busin Movin Charit Medic	able	e	2023 65.5¢ 22.0¢ 14.0¢ 22.0¢	2022 62.5¢ ⁽²⁾ 22.0¢ ⁽²⁾ 14.0¢ 22.0¢ ⁽²⁾		

SOCIAL SECURITY (OASDI) & MEDICARE (HI) TAX

FEDERAL MINIMUM WAGE

\$7.25 per hour

LUXURY CAR

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venicies not engible for cents per mile rule				
If vehicle placed in service in 2023	Value cannot exceed			
Autos	\$60,800			
Trucks and Vans	\$60,800			

⁽¹⁾ The exclusion for qualified moving expense reimbursements is suspended for taxable years 2018 through 2025 except for eligible servicemembers.

⁽²⁾ These rates are for the third and fourth quarters of 2022.

(3) If the cents-per-mile method cannot be used, the employer must use the annual lease-value method or a general valuation standard to determine the value of an employee's personal use of a company-provided vehicle.



THOMSON REUTERS CHECKPOINT PAYROLL GUIDE — 2023 FACT FINDER⁺

			SUPPLEMENTAL WACE	DISABILITY	WAGE BASES	
517						
STATE AL AK* AZ* AR** CA CO* CT DE** DC FL GA HI* ID* IL* IN IA* KS KY* LA ME MD MA MI(1) MN* MS MO** MT* NE(2)	WAGE BASEWITHHOLDING RATES 2023 2022 \$ 8,000\$ 8,000\$ 47,100\$ 45,200\$ 47,100\$ 45,200\$ 8,000\$ 7,000\$ 7,000\$ 10,0004,9%\$ 7,000\$ 7,000\$ 7,000\$ 7,000\$ 20,400\$ 17,000\$ 15,000\$ 15,000\$ 15,000\$ 15,000\$ 10,500\$ 14,500\$ 9,000\$ 9,000\$ 9,000\$ 9,000\$ 9,500\$ 9,500\$ 9,500\$ 9,500\$ 46,5005.8% flat tax.\$ 9,500\$ 9,500\$ 49,900\$ 46,500\$ 13,271\$ 12,960\$ 49,900\$ 46,500\$ 36,100\$ 34,800\$ 36,100\$ 34,800\$ 36,100\$ 34,800\$ 11,100\$ 10,800\$ 12,000\$ 12,000\$ 12,000\$ 12,000\$ 12,000\$ 12,000\$ 12,000\$ 15,000\$ 12,000\$ 15,000\$ 9,500\$ 9,500\$ 9,500\$ 9,500\$ 12,000\$ 12,000\$ 12,000\$ 12,000\$ 12,000\$ 12,000\$ 12,000\$ 15,000\$ 12,000\$ 15,000\$ 9,500\$ 9,500\$ 9,500\$ 9,500\$ 9,500\$ 9,500\$ 12,000\$ 15,000\$ 14,000\$ 14,000\$ 14,000\$ 14,000\$ 14,000\$ 14,000\$ 14,000\$ 14,000\$ 14,000\$ 14,000\$ 1		No state tax. 2.5% flat tax rate 4.9% 6.6%, 10.23% on bonuses and options. 4.4% flat tax. (3) (3) (3) No state tax. 2% to 5.75% depending on employee's income. Add to regular wages. 5.8% flat tax. 4.95% 3.15% 6% or add to regular wages. 5% or add to regular wages. 5% or add to regular wages. 5% Rates vary by locality. 5% 4.25% 6.25% 5.0% flat tax.	2023 California Hawaii New Jersey Puerto Rico Rhode Island 2022 California Hawaii New Jersey New York Puerto Rico Rhode Island PAID FAMILY Connecticut District of Columbia	 WAGE BASES \$ 153,164 \$ 41,100 for employers; \$ 156,800 for employees Employee's weekly wage \$ 9,000 \$ 84,000 \$ 145,600 \$ 39,800 Employee's weekly wage \$ 39,800 Employee's weekly wage \$ 39,800 \$ 81,500 AND MEDICAL LEAVE RATES Employee rate 0.5% on \$160,200 wage base. Employer rate 0.62% on total wages. 0.63% of eligible wages (split be-tween employer/employee depending size). Employee rate 0.06% of \$156,800	
NV* NH NJ* NM* NY* NC* ND*	\$ 40,100 \$ 14,000 \$ 41,100 \$ 30,100 \$ 12,300 \$ 29,600 \$ 40,800	\$ 9,000 \$ 36,600 \$ 14,000 \$ 39,800 \$ 28,700 \$ 12,000 \$ 28,000 \$ 38,400	No state tax. No state tax. (3) 5.90% 11.70% (NYC, 4.25%; Yonkers, 1.95975%). 4.85% 1.84%	New York Washington	wage base. Employee rate 0.455% (max. \$399.43 per year). 0.8% rate for employees up to federal taxable wage base. Certain employers pay part of this rate.	
OH OK* OR* PA PR RI(2)* SC SD TN TX UT* VT** VA VI** VA VI** WA* WV WI WY*	\$ 7,000 \$ 28,200 \$ 14,000 \$ 15,000 \$ 7,000 \$ 9,000 \$ 44,800 \$ 13,500 \$ 8,000 \$ 30,200 \$ 67,600 \$ 9,000 \$ 14,000 \$ 29,100	\$ 9,000 \$ 24,800 \$ 47,700 \$ 10,000 \$ 7,000 \$ 24,600 \$ 14,000 \$ 15,000 \$ 41,600 \$ 15,500 \$ 41,600 \$ 15,500 \$ 8,000 \$ 30,800 \$ 62,500 \$ 9,000 \$ 14,000 \$ 14,000 \$ 27,700	3.50% 4.75% flat tax. 8% 3.07% Add to regular wages. 5.99% Treat as regular wages (6.5% maximum). No state tax. No state tax. No state tax. 4.85% flat tax. 30% of federal withholding. 5.75% N/A No state tax. 3% to 6.5% based on annual wages. 3.54% to 7.65% based on annual wages. No state tax.	INFORMATION AIDS INTERNAL REVENUE SERVICE General Info 1-800-829-4933 Forms 1-800-829-3676 Information Reporting Hotline 1-866-455-7438 EFTPS Customer Service 1-800-555-4477 1-800-945-8400 Internet Homepage www.irs.gov SOCIAL SECURITY ADMINISTRATION General Info 1-800-772-1213 Wage Reporting		
* Increase	** Decrease				1 000 770 0070	

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(1) The taxable wage base is reduced to \$9,000 if the UI trust fund is at least \$2.5B for two consecutive quarters.

(2) The 2023 taxable wage base is increased for employers assigned the highest tax rate (\$24,000 for Nebraska; \$29,700 for Rhode Island).

(3) Add to regular wages, compute tax on total, and subtract tax withheld from regular wages.

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Questions

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