

## 2023 Payroll Wage & Tax Facts

### FEDERAL

#### Agency Websites:

Internal Revenue Service: [www.irs.gov](http://www.irs.gov)  
 Social Security Admin: [www.ssa.gov](http://www.ssa.gov)  
 U.S. Dept of Labor: [www.dol.gov](http://www.dol.gov)

Minimum Wage: \$7.25 per hour

#### Federal Form W-4

<https://www.irs.gov/pub/irs-pdf/fw4.pdf>

#### Federal Withholding - IRS Pub. 15 (Circular E)

Refer to IRS Publication 15, (Circular E)  
<https://www.irs.gov/pub/irs-pdf/p15.pdf>

#### FUTA (Employer Paid)

Maximum Taxable Earnings	\$7,000.00
ER Deduction	<a href="#">FUTA Credit Reduction Rate</a> 0.90%

#### FICA/Social Security (OASDI) Tax

Maximum Taxable Earnings	\$160,200.00
ER Deduction	6.20%
EE Deduction	6.20%

Maximum Deduction (Increased from 2022)	\$9,932.40
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#### FICA/Medicare Tax

Maximum Taxable Earnings	No Limit
Maximum Deduction	No Limit
ER/EE Deduction	1.45%
Additional Employee Medicare on wages greater than \$200,000	0.90%

#### 401(K), 403(b), or 457(b) Plans (Increased from 2022)

Contribution Limit	\$22,500.00
\$7,500 Additional deferral for ages 50+	\$30,000.00

#### SIMPLE IRA Plans (Increased from 2022)

Contribution Limit (increased from 2022)	\$15,500.00
\$3,500 Additional deferral for ages 50+	\$19,000.00

### CALIFORNIA

#### Agency Websites:

Franchise Tax Board: [www.ftb.ca.gov](http://www.ftb.ca.gov)  
 Employment Development Dept: [www.edd.ca.gov](http://www.edd.ca.gov)

Minimum Wage (All Employers): \$15.50 per hour  
 Minimum Annual Salary (Overtime Exempt): \$64,480 Annually

#### California Withholding Allowance Certificate

[https://www.edd.ca.gov/pdf\\_pub\\_ctr/de4.pdf](https://www.edd.ca.gov/pdf_pub_ctr/de4.pdf)

#### California Employer Guide

[https://edd.ca.gov/pdf\\_pub\\_ctr/de44.pdf](https://edd.ca.gov/pdf_pub_ctr/de44.pdf)

#### Supplemental Wage & Bonus Rates

Rate of 6.6% except 10.23% for bonuses and earnings from stock options

#### State Income Tax - EDD Pub. DE 44

Wage Withholding: Refer to Table  
[https://www.edd.ca.gov/payroll\\_taxes/rates\\_and\\_withholding.htm](https://www.edd.ca.gov/payroll_taxes/rates_and_withholding.htm)

#### Unemployment Insurance

Maximum Taxable Earnings:	\$7,000.00
Employer Tax Rates (plus 0.001% ETT)	1.5-6.2%
Standard New Employer Rate (plus 0.1% ETT)	3.40%
EE Deduction	None

#### State Disability Insurance

Maximum Taxable Earnings	\$153,164.00
<i>(Increased from 2022)</i>	
ER Contribution/Deduction	None
EE Deduction <i>(Decreased from 2022)</i>	0.90%
Maximum Deduction <i>(Increased from 2022)</i>	\$1,378.48

#### IRS Standard Mileage (Updated in December)

Business Miles Driven <i>(Increased from 2022)</i>	62.5 cents
Medical/Moving Purposes <i>(Increased from 2022)</i>	22.0 cents
Service of Charitable Organizations	14.0 cents