



# 2025 PAYROLL TAX BULLETIN

## EMPLOYEE WITHHOLDING TAXES

	2025	2024
<b>Federal Income Tax</b>	See Circular E	See Circular E
<b>FICA Taxable Wage Limit</b>		
Social Security Wages	\$176,100	\$168,600
Medicare Wages	No limit	No limit
<b>FICA Employee Tax Rate</b>		
Social Security Tax Rate	6.20%	6.20%
Medicare Tax Rate	1.45%	1.45%
Compensation Over \$200K Single/\$250K Married	0.90%	0.90%
<b>State Income Tax Withholding</b>		
Maryland	Based on tax tables	Based on tax tables
Pennsylvania	3.07%	3.07%
Virginia	Based on tax tables	Based on tax tables
West Virginia	Based on tax tables	Based on tax tables
<b>PA Unemployment Compensation</b>		
Employee Taxable Wage Limit	No limit	No limit
Employee Tax Rate	0.07%	0.07%
<b>PA Local Income Tax Withholding</b>	Varies depending on employee residence	Varies depending on employee residence
<a href="https://munstats.pa.gov/Public/FindLocalTax.aspx">https://munstats.pa.gov/Public/FindLocalTax.aspx</a>		
<b>PA Local Services Tax Withholding</b>	Varies depending on employee location	Varies depending on employee location
<a href="https://munstats.pa.gov/Public/FindLocalTax.aspx">https://munstats.pa.gov/Public/FindLocalTax.aspx</a>		

## EMPLOYER TAXES

<b>FICA Taxable Wage Limit</b>		
Social Security Wages	\$176,100	\$168,600
Medicare Wages	No limit	No limit
<b>FICA Employer Tax Rate</b>		
Social Security Tax Rate	6.20%	6.20%
Medicare Tax Rate	1.45%	1.45%
<b>Federal Unemployment Compensation</b>		
Taxable Wage Limit Per Employee	\$7,000	\$7,000
Employer Tax Rate for States with Full Credit	0.60%	0.60%
Maryland*	0.60%	0.60%
Pennsylvania*	0.60%	0.60%
Virginia*	0.60%	0.60%
West Virginia*	0.60%	0.60%

\*Dependent on state's debt repayment



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## EMPLOYER TAXES

### State Unemployment Compensation Taxable Wage Limit Per Employee / Tax Rate

	2025	2024
Maryland	\$8,500 / state assigned	\$8,500 / state assigned
Pennsylvania	\$10,000 / state assigned	\$10,000 / state assigned
Virginia	\$8,000 / state assigned	\$8,000 / state assigned
West Virginia	\$9,500 / state assigned	\$9,000 / state assigned

## MISCELLANEOUS ITEMS

### General Minimum Wage

	2025	2024
Pennsylvania	\$7.25	\$7.25
Virginia	\$12.41	\$12.00
West Virginia	\$8.75	\$8.75
Maryland	\$15.00*	\$15.00*

*\*rates vary by county*

### Business Mileage Rate

2025	2024
70¢	67¢

### Salary Deferral Limits

	2025	2024
401(k) Plan	\$23,500	\$23,000
Roth 401(k) Plan	\$23,500	\$23,000
SIMPLE Plan	\$16,500	\$16,000
Catch-up Contributions - Age 50 & Over		
401(k) Plan	\$7,500	\$7,500
Roth 401(k) Plan	\$7,500	\$7,500
SIMPLE Plan	\$3,500	\$3,500

## 941 TAX DEPOSIT DUE DATES

	<u>Payroll Check Date</u>	<u>Payment Due Date</u>
<b>Monthly Depositors</b> (\$50K or less reported 7/1/23 - 6/30/24)	Throughout Month	15th of Following Month
<b>Semi-Weekly Depositors</b> (Over \$50K & less than \$100K reported 7/1/23 - 6/30/24)	Wed, Thurs, or Fri Sat, Sun, Mon, or Tues	Following Wednesday Following Friday
<b>Next-Day Depositors</b> (\$100K accumulated in deposit period)	Any Day of the Month	Next Banking Day

## CONTACT US

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Information current as of December 31, 2024. It is highly condensed and should not be considered a complete presentation of the topics. Visit our website at [sek.com](http://sek.com) for updates.