

2024 FAST FACTS WESTERN STATES



Resources:

Dept. of Labor: www.dol.gov
Internal Revenue Service: www.irs.gov

FEDERAL	
Minimum Wage	\$7.25
Tipped Minimum Wage	\$2.13

Employers are required to follow Federal minimum wage rules when State minimum wage is less than the Federal minimum wage.

MILEAGE RATES	
Business	67 cents/mile
Medical	21 cents/mile
Moving	21 cents/mile
Charitable	14 cents/mile

SUPPLEMENTAL WAGE/BONUS RATES	
Flat Rate Withholding Method (Unchanged from 2023)	22%
Pay Over \$1 Million (Unchanged from 2023)	37%

*Rates vary by industry.
**Rates include surcharges.
***Special rules apply to minimum wage standards for this state. Please refer to state laws.

FICA (MEDICARE)	
Maximum Taxable Earnings	No Limit
Employee/Employer Tax Rate	1.45%
Additional Medicare Tax Withholding on Wages > \$200,000 (No Employer Match)	0.90%

FICA (SOCIAL SECURITY)	
Maximum Taxable Earnings (Increased from \$160,200 for 2023)	\$168,600
Employee/Employer Tax Rate (Results to \$10,453.20 being the maximum withheld)	6.2%

FUTA (EMPLOYER-PAID)	
Maximum Taxable Earnings	\$7,000
Percent of Taxable Wages	6.0%
Maximum Credit (Results to a normal net tax of 0.6%)	5.4%

RETIREMENT PLANS	
Contribution Limit - 401(k) & 403(b) plans (Increased from \$22,500 in 2023)	\$23,000
Catch-up Contribution Limit - 401(k) & 403 (b) plans	\$7,500
Contribution Limit - Simple IRA (Increased from \$15,500 in 2023)	\$16,000
Catch-up Contribution Limit- Simple IRA (Unchanged from 2023)	\$3,500

HEALTH SAVINGS ACCOUNTS	
Self-Only Contribution Limit (Employee & Employer) (Increased from \$3,850 in 2023)	\$4,150
Family Contribution Limit (Employee & Employer) (Increased from \$7,750 in 2023)	\$8,300
Catch-up Contribution Limit (Employee & Employer) (Unchanged from 2023)	\$1,000

STATE	WAGE WITHHOLDING RATE	UNEMPLOYMENT TAXABLE WAGE BASE LIMIT	UNEMPLOYMENT RATE RANGE (EMPLOYERS)	UNEMPLOYMENT RATE (NEW EMPLOYER)	MINIMUM HOURLY WAGE	MIN. TIPPED HOURLY WAGE
WESTERN STATES						
Alaska	None	\$49,700	1.00% – 5.4% (employee contribution of 0.51% not included in this rate)	1.16% (employee contribution of 0.50% not included in this rate)	\$11.73	N/A
Arizona	0.5%-3.5%	\$8,000	0.07% – 18.78%	2.00%	\$14.35	\$11.35
California	1.1%-14.63%	\$7,000	1.50%-6.20%	3.40%	\$16.00	N/A
Colorado	4.40%	\$23,800	0.81%-12.34%**	Non-Construction: 1.70% Construction (rates vary per NAICS): 6.33% or 1.73%	\$14.42***	\$11.40***
Hawaii	N/A	\$56,700	1.20%-6.20%	4.00%	\$14.00	\$12.75
Idaho	5.80%	\$53,500	0.352%-5.40%	1.231%**	\$7.25	\$3.35
Montana	6.00%	\$43,000	0.08%-6.30%	1.00%-2.20%*	\$10.30	N/A
Nevada	None	\$40,600	0.25%-5.40%	2.95%	\$12.00 (effective 7/1/2024)	N/A
New Mexico	1.70%-5.90%	\$30,100	0.33%-6.40%	1.00% – 1.12%*	\$12.00	\$3.00
Oregon	8.00%	\$52,800	0.90%-5.40%	2.40%	\$14.20 Standard \$15.45 Metro \$13.20 Non-Urban	N/A
Utah	N/A	\$47,000	0.30%-7.30%	1.40%-6.50% (7.30% for new out of state contractors)	\$7.25	\$2.13
Washington	None	\$67,600	0.20%-8.03%**	Rate of 115% of average industry rate	\$16.28	N/A
Wyoming	None	\$30,900	0.00%-8.64%	1.14%-8.64%	\$5.15	\$2.13

Up to date as of 1/3/2024 and is provided by each independently owned Journey location. This does not provide any legal, accounting, or financial advice.