

2025 FAST FACTS NORTHEASTERN STATES



Resources:

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

FEDERAL	
Minimum Wage	\$7.25
Tipped Minimum Wage	\$2.13
<i>Employers are required to follow Federal minimum wage rules when State minimum wage is less than the Federal minimum wage.</i>	

MILEAGE RATES	
Business	70 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 \$168,600 for 2024)	\$176,100
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 \$23,000 in 2024)	\$23,500
Catch-up Contribution Limit - 401(k) & 403 (b) plans (50-59 or 64+)	\$7,500
Catch-up Contribution Limit - 401(k) & 403 (b) plans (60-63)	\$11,250
Contribution Limit - Simple IRA (Increased from \$16,000 in 2024)	\$16,500
Catch-up Contribution Limit- Simple IRA (Unchanged from 2023)	\$3,500
HEALTH SAVINGS ACCOUNTS	
Self-Only Contribution Limit (Employee & Employer) (Increased from \$4,150 in 2024)	\$4,300
Family Contribution Limit (Employee & Employer) (Increased from \$8,300 in 2024)	\$8,550
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
NORTHEASTERN STATES						
Connecticut	N/A	\$26,100	1.70%-6.60%	2.80%	\$16.35	Varies by the type tipped employee
District of Columbia	N/A	\$9,000	1.90%-7.40%	2.70%	\$17.50	\$10.00
Maine	5.00%	\$12,000	0.00%-5.47%	1.97%	\$14.65	\$7.33
Massachusetts	5.00%	\$15,000	0.73%-11.13%	1.87% New Employer 3.76% Construction	\$15.00	\$6.75
New Hampshire	None	\$14,000	0.00%-7.50%	1.70%**	\$7.25	\$3.27
New Jersey	N/A	\$43,300	1.0825%-6.8825%	3.2825%	\$15.49	\$5.62
New York	11.70%	\$12,800	2.10%-9.90%	4.025%	New York City: \$16.00 Long-Island & Westchester Counties: \$16.00 Remainder of State: \$15.00	Varies by the type of tipped employee***
Pennsylvania	3.07%	\$10,000	1.419%-14.4684%	3.822% Non-construction 10.5924% Construction	\$7.25	\$2.83
Rhode Island	5.99%	\$29,800 Those paying higher tax rate: \$31,300	1.10%-9.70%	0.79%	\$15.00	\$3.89
Vermont	30% for non-periodic payments. Tables for periodic supplemental wages.	\$14,800	0.40%-8.40%	1.0% - 4.70%*	\$14.01	\$7.01

Up to date as of 1/3/2025 and is provided by each independently owned Journey location. This does not provide any legal, accounting, or financial advice.

For more information, contact us:

www.JourneyPayrollHR.com