

# 2025 FAST FACTS SOUTHERN STATES



Resources:

Dept. of Labor: [www.dol.gov](http://www.dol.gov)  
Internal Revenue Service: [www.irs.gov](http://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 \$4150 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
SOUTHERN STATES						
Alabama	5.00%	\$8,000	0.20%-5.40%	2.70%	\$7.25	\$2.13
Arkansas	3.908%	\$7,000	0.225%-10.125%** (until 6/30/24)	2.025%** (until 6/30/24)	\$11.00**	\$2.63***
Delaware	N/A	\$12,500	0.30%-5.60%	1.20% New Employer	\$15.00	\$2.23
Florida	None	\$7,000	0.10%-5.40%	2.70%	\$13.00	\$9.98
Georgia	2.00%-5.49%***	\$9,500	0.06%-8.10%	2.64%	\$5.15***	N/A
Kentucky	N/A	\$11,400	0.30%-9.0%**	2.70% New Employer*** 9.0% Construction***	\$7.25	\$2.13
Louisiana	N/A	\$7,700	0.09% - 6.20%	1.15%-2.86%	\$7.25	\$2.13
Maryland	3.20%-8.95%	\$8,500	1.0% - 10.5%	2.3% New Employer 5.4% Out of State construction	\$15.00	\$3.63
Mississippi	N/A	\$14,000	0.20% - 5.60%	1.20%**	N/A	N/A
North Carolina	4.25%	\$32,600	0.06% - 5.76%	1.00%	\$7.25	\$2.13
Oklahoma	4.75%	\$28,200	0.30%-9.20%	1.50%	\$7.25***	\$3.625***
South Carolina	6.20%	\$14,000	0.06% - 5.46%	0.41%	\$7.25	\$2.13
Tennessee	None	\$7,000	0.01% - 10.0%	2.70%-5.00%*	\$7.25	\$2.13
Texas	None	\$9,000	0.25%-6.25%	2.70%**	\$7.25	\$2.13
Virginia	5.75%	\$8,000	0.13%-6.23%	2.53% In-state New Employer 6.23% Out-of-State Contractor**	\$12.41***	\$2.13***
West Virginia	Tables	\$9,500	1.50%-8.50%	2.7% In-state New Employer 8.5% Out-of-State Construction	\$8.75	\$2.62***

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](http://www.JourneyPayrollHR.com)