

	2022	2024	2025	2026
WAGE BASE THRESHOLDS & TAX RATE				
Social Security Wage Base	\$147,000	\$168,600	\$176,100	\$184,500
SS Tax Rate	6.20% (EE & ER)	6.20% (EE & ER)	6.20% (EE & ER)	6.20% (EE & ER)
Medicare Wage Base	No Limit	No Limit	No Limit	No Limit
Medicare Tax Rate	1.45% (EE & ER)	1.45% (EE & ER)	1.45% (EE & ER)	1.45% (EE & ER)
Additional Medicare Tax Base	\$200,000	\$200,000	\$200,000	\$200,000
Additional Medicare Tax Rate	0.9% (EE only)	0.9% (EE only)	0.9% (EE only)	0.9% (EE only)
Federal Unemployment Wage Base	\$7,000	\$7,000	\$7,000	\$7,000
FUTA Rate	0.60%	0.60%	0.60%	0.60%
RETIREMENT PLANS				
401(k)	\$20,500	\$23,000	\$23,500	\$24,500
401(k) catch-up (> age 50)	\$6,500	\$7,500	\$7,500	\$8,000
401(k) catch-up (60-63)			\$11,250	\$11,250
Simple IRA	\$14,000	\$16,000	\$16,500	\$17,000
Simple IRA catch-up (> age 50)	\$3,000	\$3,500	\$3,500	\$4,000
Simple IRA catch-up (60 - 63)			\$5,250	\$5,250
Traditional IRA	\$6,000	\$7,000	\$7,000	\$7,500
IRA catch-up (> age 50)	\$1,000	\$1,000	\$1,000	\$1,100
STATE RATES				
IL State Unemployment Wage Base	\$12,960	\$13,590	\$13,916	\$14,250
IL SUTA Rate (Max)	7.63%	8.65%	7.85%	
IL SUTA Rate (Min)	0.73%	0.85%	0.75%	
MO State Unemployment Wage Base	\$11,000	\$10,000	\$9,500	\$9,000
MO SUTA Rate (Max)	6.75%	5.40%	5.40%	
MO SUTA Rate (Min)	0.00%	0.00%	0.00%	
IN State Unemployment Wage Base	\$9,500	\$9,500	\$9,500	\$9,500
IN SUTA Rate (Max)	7.40%	7.40%	7.40%	
IN SUTA Rate (Min)	0.50%	0.50%	0.50%	
FL State Unemployment Wage Base	\$9,500	\$7,000	\$7,000	\$7,000
FL SUTA Rate (Max)	7.40%	5.40%	5.40%	
FL SUTA Rate (Min)	0.50%	0.10%	10.00%	
Minimum Wage (IL)	\$12.00	\$14.00	\$15.00	\$15.00
... Under 18	\$9.25	\$12.00	\$13.00	\$13.00
... Tipped	\$7.20	\$8.40	\$9.00	\$9.00
Minimum Wage (MO)	\$11.15	\$12.30	\$13.75	\$15.00
... Tipped	\$5.58	\$6.15	\$6.88	\$7.50
Minimum Wage (IN)	\$7.25	\$7.25	\$7.25	\$7.25
... Tipped	\$2.13	\$2.13	\$2.13	\$2.13
Minimum Wage (FL)	\$7.25	\$13.00	\$14.00	\$15.00
... Tipped	\$2.13	\$9.98	\$10.98	11.98
				* * Effective 09/30/2026
				* ** Effective 09/30/2025