

# Key Tax Facts

	2026	2025
<b>FICA</b>		
Social Security Rate EE	6.20%	6.20%
Social Security Rate ER	6.20%	6.20%
Social Security Wage Limit	\$184,500.00	\$176,100.00
Medicare Rate	1.45%	1.45%
Medicare Rate - Wages over \$200,000	0.90%	0.90%
Medicare Wage Limit	No Limit	No Limit
<b>UNEMPLOYMENT RATE</b>		
Federal Unemployment Rate	0.6%	0.6%
Federal Unemployment Wage Limit	\$7,000.00	\$7,000.00
<b>MN AND WI UNEMPLOYMENT RATE</b>		
	<b>Assigned Rates</b>	<b>Calculated on:</b>
MN Unemployment Wage Limit	\$44,000.00	\$43,000.00 gross wages
WI Unemployment Wage Limit	\$14,000.00	\$14,000.00 gross minus cafeteria
<b>MINIMUM WAGE</b>		
Federal Minimum Wage - 7/24/09	\$7.25	\$7.25
Minnesota - Any Employer	11.41	11.13
90-day training wage (under 20 years of age)	\$9.31	\$9.08
Minneapolis	\$16.37	\$15.97
St. Paul:	<b>Based on # of employees for both years</b>	
- Macro and Large Businesses	\$16.37	\$15.57
- Small Businesses	\$16.37	\$15.00
- Micro Businesses	\$14.25	\$13.00
Wisconsin Minimum Wage	\$7.25	\$7.25
<b>RETIREMENT PLANS</b>		
401(k), 403(b) and 457(b) Plan Limits	\$24,500.00	\$23,500.00
- Age 50-59 & 64+ Catch up (*Roth required if prior year W2 box 3>\$150K)	\$8,000.00*	\$7,500.00
- Age 60, 61, 62 & 63 Catch up (**Roth required if prior year W2 box3>\$150K)	\$11,250.00**	\$11,250.00
Simple Contribution Plan Limit	\$17,000.00	\$16,500.00
- Age 50-59 & 64+ Catch up	\$4,000.00	\$3,500.00
- Age 60, 61, 62 & 63 Catch up	\$5,250.00	\$5,250.00
Simple Cont. (Employers 1-25) Plan Limit	\$18,100.00	\$17,600.00
- Over age 50 Catch up (Employers 1-25)	\$3,850.00	\$3,850.00
IRA Contributions (Roth & Traditional)	\$7,500.00 subject to AGI	\$7,000.00 subject to AGI
- Over age 50 Catch up	\$1,100.00 subject to AGI	\$1,000.00 subject to AGI
Wisconsin Retirement System- WRS		
- Employer Contribution %	7.20%	6.95%
- Employee Contribution %	7.20%**Rates may vary	6.95%**Rates may vary
<b>TAX-FAVORED PLANS</b>		
HSA - Single	\$4,400.00	\$4,300.00
HSA - Family	\$8,750.00	\$8,550.00
HSA - Catch up 55+	\$1,000.00	\$1,000.00
Health Flex Spending	\$3,400.00 \$680 Carryover	\$3,300.00 \$660 Carryover
Dependent Care Flex Spending	\$7,500.00	\$5,000.00
<b>IRS Optional Standard Mileage Rates</b>		
General	\$0.725 per mile	\$0.70 per mile
Medical/Moving	\$0.205 per mile	\$0.21 per mile
Charitable	\$0.14 per mile	\$0.14 per mile

**Minnesota and Wisconsin only - other states may vary:**

Cafeteria Plan - Pretax Federal, State, Social Security, Medicare, FUTA & WI SUTA; Reportable MN SUTA  
 401(k) - Pretax Federal, State; Taxable for Social Security, Medicare, FUTA & SUTA  
 Health Insurance-2% Shareholders - Taxable for Federal & State only  
 Personal Use of Auto - Taxable for all  
 Health Savings Accounts - Pretax Federal, State, Social Security, Medicare, FUTA & WI SUTA; Reportable MN SUTA

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