

TAX	2026	MAXIMUM WITHHOLD	LIMITS	EMPLOYEE PERCENTS	EMPLOYER PERCENTS	MAXIMUM EMPLOYER
Social Security	New Limit	\$11,439	\$184,500	6.2%	6.2%	\$11,439
Medicare <i>Note: Employees with wages over \$200,000 will pay an extra 0.9%; no employer match on that portion</i>	No Change		None	1.45%	1.45%	None
FUTA <i>Note: Annual rates subject to change in November for current year. Use base rate for Quarterly Deposit Requirements. FUTA Credit Reduction for 2025 is 1.2%.</i>	Base Rate		\$7,000	0%	0.6%	\$42
California SDI	New Rate	None	Unlimited	1.3%	0%	None
California SUI Rate Search	For rates, call (916) 653-7795 or visit EDD's Unemployment Insurance Rates Search site .					

PAYROLL TAX DEPOSIT SCHEDULES

Semi-Weekly	If pay date is Wednesday, Thursday, or Friday Deposit is due by the following Wednesday If pay date is Saturday, Sunday, Monday, or Tuesday Deposit is due by the following Friday
Monthly	Deposit is due by the 15th of the following month
Quarterly	Deposit is due by the last day of the month following the quarter-end date

Note: If you have \$100,000 or more in payroll taxes on any day, you must make the deposit by the next business day, regardless of the normal payroll tax deposit schedule.

RETIREMENT CONTRIBUTION LIMITS

	2026	50-Older	Secure 2.0 (60-63)
401k Limit¹	Increased \$24,500	Increased \$32,500	NEW \$35,750
Simple IRA Limit¹	Increased \$17,000	Increased \$21,000	NEW \$22,250

Certain plans under Secure 2.0 have varying catch up limits. [Click here for more information on 401k and IRA limit increases.](#)

¹ 401(k) contributions are subject to SS/MC, not subject to FIT or SIT taxes. IRA contributions are subject to SS/MC, not subject to FIT or SIT taxes.

HEALTH SAVINGS ACCOUNT CONTRIBUTION LIMITS

	2026	55-Older ²	
Self Only	Increased \$4,400	Increased \$5,400	For more information, contact the IRS at (800) 829-4933.
Family	Increased \$8,750	Increased \$9,750	

² HSA TIP: Taxpayers over 55 and not enrolled in Medicare can contribute \$5,400 each to separate HSAs which allows a greater combined contribution over the family limit. Those enrolled in Medicare cannot contribute to an HSA account.

SALES TAX

California Sales & Use Tax Rates Visit the California Department of Tax and Fee Administration's [Sales and Use Tax page](#) for rates.

WAGES

	2026	Details
CA Minimum Wage	Increased	\$16.90 per hour No difference for # of employees. Local jurisdictions may have higher rates.
Minimum Salary for Exempt EE	Increased	\$70,304 (2x minimum wage)
Ag Worker's Overtime (1/1/2026)		<ul style="list-style-type: none"> Same basis as workers in most other industries All employees: OT paid at 1.5x regular rate for hours over 8 per day/40 per week All employees: Double-time paid after 12 hours in single day 1.5x regular pay for the first 8 hours worked on the 7th consecutive day of work, and double-time pay for all work performed in excess of 8 hours on the 7th consecutive day of work.

For more information, visit the [Department of Industrial Relation's \(DIR\) Overtime for Agricultural Workers FAQs page](#).

MILEAGE

	2025	2026
Mileage Rates	0.70 cents/mile	Rates not yet released as of this publication

Check for updates on 2026 mileage rates on the [IRS mileage rate page](#).

SICK PAY REQUIREMENTS

Five days or 40 hours of sick pay must be provided to each employee. [Visit the DIR's California Paid Sick Leave FAQs page](#) for more info.