Payroll Rates for 2025-26

Type	Employee Rate	Employer Rate	Effective From	Effective To	Wage Limit
PERS					
Classic Members	7.00%	26.81%	7/1/2025	6/30/2026	
New Members	8.00%	26.81%	7/1/2025	6/30/2026	
Classic Members			1/1/2026	12/31/2026	$360,000
New Members			1/1/2026	12/31/2026	$159,733
PERS Retirement Hours Max			7/1/2025	6/30/2026	960 Hours
STRS					
2% @ 60 Members	10.25%	19.10%	7/1/2025	6/30/2026	2% @ 60 $350,000
2% @ 62 Members	10.205%	19.10%	7/1/2025	6/30/2026	2% @ 62 $187,369
Reduced Workload	10.25%	19.10%	7/1/2025	6/30/2026	Retirement Base
STRS Retirement Earnings Max			7/1/2025	6/30/2026	$80,245
FICA					
Social Security (OASDI)	6.20%	6.20%	1/1/2026	12/31/2026	$184,500
Medicare	1.45%	1.45%	1/1/2026	12/31/2026	
Addt'l Medicare Rate on earnings in excess of $200,000	0.90%	none	1/1/2026	12/31/2026	
State Unemployment Insurance (SUI)	none	0.05%	7/1/2025	6/30/2026	
State Disability Insurance (SDI)	1.3%	none	1/1/2026	12/31/2026	
Workers Comp Rates	*Set by R.E.S.I.G.*		7/1/2025	6/30/2026	
Other Limits	**Annual Max**				
Maximum Deferral Under 403(b) and 457 Plans	$ 24,500		1/1/2026	12/31/2026	
Catch-up Contributions for Individuals Age 50 or Over	$ 8,000		1/1/2026	12/31/2026	
Catch-up Contributions for Individuals Age 60-63 *	$ 11,250		1/1/2026	12/31/2026	
Flex 125 Dependent Care contribution--flexible spending	$ 5,000		1/1/2026	12/31/2026	
Flex 125 Medical contribution--flexible spending	$ 3,400		1/1/2026	12/31/2026	
HSA maximum contribution -- single	$ 4,400		1/1/2026	12/31/2026	
HSA maximum contribution -- family	$ 8,750		1/1/2026	12/31/2026	
HSA maximum contribution -- Over age 55 single/family	$ 1,000	additional	1/1/2026	12/31/2026	

Effective Dates for Retirement and Workers Comp refer to earning period dates; all other effective dates refer to actual pay date.

*Special Age Catch-up Detail: https://www.irs.gov/newsroom/401k-limit-increases-to-24500-for-2026-ira-limit-increases-to-7500

Updates to these rates are posted in ***Frontline ERP in SCOE Resources - Payroll Rates***

Updated 12/1/2025

Payroll Rates for 2025-26

Type	Employee Rate	Employer Rate	Effective From	Effective To	Wage Limit
PERS					
Classic Members	7.00%	26.81%	7/1/2025	6/30/2026	
New Members	8.00%	26.81%	7/1/2025	6/30/2026	
Classic Members			1/1/2025	12/31/2025	$350,000
New Members			1/1/2025	12/31/2025	$155,081
PERS Retirement Hours Max			7/1/2025	6/30/2026	960 Hours
STRS					
2% @ 60 Members	10.25%	19.10%	7/1/2025	6/30/2026	2% @ 60 $350,000
2% @ 62 Members	10.205%	19.10%	7/1/2025	6/30/2026	2% @ 62 $187,369
Reduced Workload	10.25%	19.10%	7/1/2025	6/30/2026	Retirement Base
STRS Retirement Earnings Max			7/1/2025	6/30/2026	$80,245
FICA					
Social Security (OASDI)	6.20%	6.20%	1/1/2025	12/31/2025	$176,100
Medicare	1.45%	1.45%	1/1/2025	12/31/2025	
Addt'l Medicare Rate on earnings in excess of $200,000	0.90%	none	1/1/2025	12/31/2025	
State Unemployment Insurance (SUI)	none	0.05%	7/1/2025	6/30/2026	
State Disability Insurance (SDI)	1.20%	none	1/1/2025	12/31/2025	
Workers Comp Rates	*Set by R.E.S.I.G.*		7/1/2025	6/30/2026	
Other Limits	**Annual Max**				
Maximum Deferral Under 403(b) and 457 Plans	$ 23,500		1/1/2025	12/31/2025	
Catch-up Contributions for Individuals Age 50 or Over	$ 7,500		1/1/2025	12/31/2025	
Catch-up Contributions for Individuals Age 60-63 *	$ 11,250		1/1/2025	12/31/2025	
Flex 125 Dependent Care contribution--flexible spending	$ 5,000		1/1/2025	12/31/2025	
Flex 125 Medical contribution--flexible spending	$ 3,300		1/1/2025	12/31/2025	
HSA maximum contribution -- single	$ 4,300		1/1/2025	12/31/2025	
HSA maximum contribution -- family	$ 8,550		1/1/2025	12/31/2025	
HSA maximum contribution -- Over age 55 single/family	$ 1,000	additional	1/1/2025	12/31/2025	
Qualified Commuter/Parking Benefits	$ 325		1/1/2025	12/31/2025	

Effective Dates for Retirement and Workers Comp refer to earning period dates; all other effective dates refer to actual pay date.

*Special Age Based Catch-up - Details here: https://www.irs.gov/newsroom/401k-limit-increases-to-23500-for-2025-ira-limit-remains-7000

Updates to these rates are posted in ***Frontline ERP in SCOE Resources - Payroll Rates***

Updated 6/17/2025