

# Paychex 2026 Tax Bulletin Employer

This tax bulletin provides you with tax information for 2026 as well as reminders about Forms W-4. We have included a separate bulletin with information for your employees. Please post the employee bulletin where your employees can easily see it.

## 2026 Federal Wage Base Limits

Employer FICA Wage Limits and Tax Rates	2026	2025
Social Security (OASDI) wage base	\$184,500.00	\$176,100.00
Medicare (HI) wage base	No Limit	No Limit
Social Security (OASDI) percentage	6.2%	6.2%
Medicare (HI) percentage	1.45%*	1.45%*
Total Social Security and Medicare percentage	7.65%	7.65%
Maximum Social Security (OASDI) withholding	\$11,439.00	\$10,918.20
Maximum Medicare (HI) withholding	No Limit	No Limit
Maximum Social Security and Medicare withholding	No Limit	No Limit
Federal Unemployment Tax (FUTA)	\$7,000.00	\$7,000.00

\*Additional .9% assessed on employee wages exceeding \$200,000.

## 2026 Retirement Plan Contribution Limits

Retirement Plan Contribution Limits	2026	2025
401(k)	\$24,500.00	\$23,500.00
Roth 401(k)	\$24,500.00	\$23,500.00
403(b)	\$24,500.00	\$23,500.00
SARSEP	\$24,500.00	\$23,500.00
457	\$24,500.00	\$23,500.00
Section 501(c)(18)(D)	\$7,000.00	\$7,000.00
Simple IRA and 401(k)	\$17,000.00	\$16,500.00
Traditional IRA	\$7,500.00	\$7,000.00

(2026 Retirement Plan Contribution Limits continue on pg. 2)

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## 2026 Retirement Plan Contribution Limits (Cont'd)

Retirement Plan Contribution Limits	2026	2025
Catch-up 401(k)	\$8,000.00	\$7,500.00
Catch-up 403(b)	\$8,000.00	\$7,500.00
Catch-up 457	\$8,000.00	\$7,500.00
Catch-up Simple IRA and Simple 401(k)	\$4,000.00	\$3,500.00
Catch-up IRA	\$1,100.00	\$1,000.00

## Health Savings Account (HSA) and High Deductible Health Plan (HDHP) Limits

The following are the maximum annual limits for HSAs and HDHPs:

HSA	2026		2025	
	Self-Only	Family	Self-Only	Family
HSA Maximum Annual Contribution	\$4,400.00	\$8,750.00	\$4,300.00	\$8,550.00
HSA Catch-Up Contributions (age 55 by the end of year)	\$1,000.00		\$1,000.00	
HDHP Minimum Annual Deductible	\$1,700.00	\$3,400.00	\$1,650.00	\$3,300.00
HDHP Maximum Out-of-Pocket	\$8,500.00	\$17,000.00	\$8,300.00	\$16,600.00

## Forms W-4

- If employees claim to be exempt from withholding, they must submit a new Form W-4 to their employer by **February 17, 2026**. Please notify your payroll contact of any changes to your employees' federal exemptions or update your employee information if you input your own payroll.
- The Internal Revenue Service (IRS) may request copies of selected employee Forms W-4 if the agency suspects an under-withholding problem. Follow the instructions on the IRS letter if this occurs.

## Social Security Cards

Employers are permitted to ask for and copy employee Social Security cards to ensure that the correct number and name are included on Form W-2. Employers may be assessed penalties if an employee's name and Social Security Number are not reported on Form W-2 as they appear on their Social Security card.

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## 2026 Out-of-Business Employers

The federal government requires employers who go out of business to provide Forms W-2 to employees and file federal Forms W-2 information according to the following schedule:

Out of Business Quarter	Forms 941 Due to IRS	Forms W-2 Information Due to Employees	Forms W-2/W-3 Due to SSA
1	April 30, 2026	April 30, 2026	June 1, 2026
2	July 31, 2026	July 31, 2026	August 31, 2026
3	November 2, 2026	November 2, 2026	November 30, 2026
4	February 1, 2026	February 1, 2026	March 1, 2027

Employers required to file Form W-2 information electronically will receive an extension for employee copies until **November 2, 2026**, and for the government copies until **November 30, 2026**. Paychex can prepare and file the Forms W-2 on your behalf for a fee. Please discuss this with your payroll contact when you report that your company is going out of business.

## SUI or FUTA Exempt Employees

If you had employees who were exempt for state unemployment insurance (SUI) or federal unemployment insurance (FUTA) in 2025, determine if they are still exempt for 2026. If not, please notify your payroll service representative, or update your employee information if you input your own payroll.

**Note:** If you process your own payroll and do not make these changes before your first payroll of the year, please call your payroll service representative **before** making this update.

## Future Tax Changes

This bulletin contains tax changes for 2026 that we know at the time of publication; however, make sure you consult with your CPA or tax consultant to ensure you are aware of all 2026 federal, state, and local tax changes.