

New York Wage and Tax Facts 2025

MINIMUM WAGE

**Minimum Wage:	\$	15.50
<u>Minimum Cash Wage:</u>		
Tipped food service employees	\$	10.35
Tipped service employees	\$	12.90
<u>Maximum Tip Credit:</u>		
Tipped food service employees	\$	5.15
Tipped service employees	\$	2.60
Effective: 1/1/25		

**multiple cities/municipalities have their own minimum wage

STATE INCOME TAX

Wage Withholding:	Tables
Supplemental Wage/Bonus Rate:	11.70%

UNEMPLOYMENT INSURANCE

Maximum Taxable Earnings:	\$	12,800
Employee Deduction:		None
Employer Tax Rates:		2.1 - 9.9%
Standard New Employer Rate:		4.10%
Voluntary Contribution Permitted:		Yes

DISABILITY INSURANCE

Maximum Wage Base:	\$120.00/wk
Employee Deduction:	0.50%
Employer Contribution:	Difference between cost and employee contribution

PAID FAMILY LEAVE

Maximum Wage Base:	\$	91,373.88
Employee Tax Rates:		0.388%
Employer Tax Rates:		None
(annual maximum of \$354.53)		

LOCAL INCOME TAXES

Please contact your payroll specialist for details.

RECIPROCITY RULES

None

WORKERS' COMPENSATION

Please contact your insurance provider for details

STAFFING SERVICES SUBJECT TO SALES TAX

Currently no legislation

METROPOLITAN COMMUTER TRANSPORTATION MOBILITY TAX (MCTMT)

Payroll Expense	MCTMT Rate
Over \$312,500 but not over \$375,000	.11% (.0011)
Over \$375,000 but not over \$437,500	.23% (.0023)
Over \$437,500 (Zone 1)	.60% (.0060)
Over \$437,500 (Zone 2)	.34% (.0034)

Zone 1 includes the counties of New York (Manhattan), Bronx, Kings (Brooklyn), Queens, Richmond (Staten Island)

Zone 2 includes the counties of Rockland, Nassau, Suffolk, Orange, Putnam, Dutchess, and Westchester.

<https://www.tax.ny.gov/bus/mctmt/default.htm>

AGENCY WEBSITES

Dept of Taxation & Finance: www.tax.ny.gov
Dept of Labor: www.labor.ny.gov
New Hire Reporting: <https://www.nynewhire.com>