

# New Jersey Wage and Tax Facts

## 2026

### MINIMUM WAGE

Minimum Wage:	\$	15.92
Minimum Cash Wage:		
(Tipped Employee)	\$	6.05
Maximum Tip Credit:	\$	9.87
Effective: 1/1/26		

### STATE INCOME TAX

Wage Withholding:	Tables
Supplemental Wage/Bonus Rate:	**No provision
**for pay over \$500,000 withhold at 9.9%	
**for pay over \$1,000,000 withhold at 11.8%	

### UNEMPLOYMENT INSURANCE

Maximum Taxable Earnings:	\$	44,800
Employee Deduction:		
Workforce Development		0.0425%
UI Fund		0.3825%
Employee Maximum W/H:		\$190.40
Employer Tax Rates:		0.50 - 5.8%
Standard New Employer Rate:		2.80%
Voluntary Contribution Permitted:		Yes

### DISABILITY INSURANCE

Maximum Taxable Earnings (Employee)	\$	171,100
Maximum Taxable Earnings (Employer)	\$	44,800
Employee Deduction Rate:		0.19%
Employee Maximum W/H:	\$	325.09
Employer Tax Rates:		0.1 - 0.75%
New Employer Rate:		0.50%
Family Leave Insurance (Employee)		0.23%
Employee Maximum W/H:		\$393.53

### LOCAL INCOME TAXES

Please contact your payroll specialist for details.

### RECIPROCITY RULES

Pennsylvania

Please contact your insurance provider for details

Please contact your insurance provider for details

### STAFFING SERVICES SUBJECT TO SALES TAX

Currently no legislation

### AGENCY WEBSITES

Division of Taxation: [www.state.nj.us/treasury/taxation](http://www.state.nj.us/treasury/taxation)  
Dept of Labor & Workforce Development:  
<http://lwd.dol.state.nj.us/labor>  
New Hire Reporting:  
<http://newhire-reporting.com/NJ-NEWHIRE/DEFAULT.ASPX>