



# New Jersey Wage and Tax Facts

## 2026

MINIMUM WAGE			LOCAL INCOME TAXES
Minimum Wage:	\$	15.92	
Minimum Cash Wage:			
(Tipped Employee)	\$	6.05	Please contact your payroll specialist for details.
Maximum Tip Credit:	\$	9.87	
Effective: 1/1/26			
STATE INCOME TAX			RECIPROCITY RULES
Wage Withholding:		Tables	
Supplemental Wage/Bonus Rate:		**No provision	
**for pay over \$500,000 withhold at 9.9%			Pennsylvania
**for pay over \$1,000,000 withhold at 11.8%			
UNEMPLOYMENT INSURANCE			Please contact your insurance provider for details
Maximum Taxable Earnings:	\$	44,800	
Employee Deduction:			Please contact your insurance provider for details
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			STAFFING SERVICES SUBJECT TO SALES TAX
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	
DISABILITY INSURANCE			Currently no legislation
AGENCY WEBSITES			
Division of Taxation: <a href="http://www.state.nj.us/treasury/taxation">www.state.nj.us/treasury/taxation</a>			
Dept of Labor & Workforce Development:			
<a href="http://lwd.dol.state.nj.us/labor">http://lwd.dol.state.nj.us/labor</a>			
New Hire Reporting:			
<a href="http://newhire-reporting.com/NJ-NEWHIRE/DEFAULT.ASPX">http://newhire-reporting.com/NJ-NEWHIRE/DEFAULT.ASPX</a>			