



Hawaii - 2023 Quick Wage & Tax Guide



MINIMUM WAGE

| | |
|----------------------------|---------|
| Minimum Wage | \$12.00 |
| Minimum Cash Wage (Tipped) | \$11.00 |
| Maximum Tip Credit | \$1.00 |

**Tip Credit in Hawaii is permissible if the combined amount the employee receives from the employer and in tips is at least \$7.00 more than the applicable minimum wage.*

STATE INCOME TAX

| | |
|----------------------|------------------------|
| Withholding Tax Rate | Tables |
|----------------------|------------------------|

UNEMPLOYMENT INSURANCE

| | |
|------------------------|-----------|
| Maximum Taxable Wages | \$56,700 |
| Employee Deduction | None |
| Employer Tax Rates | 0.0-6.20% |
| New Employer Tax Rates | 4.0% |

MORE INFORMATION

Dept. of Taxation: tax.hawaii.gov
 Dept. of Labor & Industrial Relations: labor.hawaii.gov

Federal

MINIMUM WAGE

| | |
|----------------------------|--------|
| Minimum Wage | \$7.25 |
| Minimum Cash Wage (Tipped) | \$2.13 |
| Maximum Tip Credit | \$5.12 |

FICA (SOCIAL SECURITY)

| | |
|----------------------------|-----------|
| Maximum Taxable Wages | \$160,200 |
| Employee/Employer Tax Rate | 6.2% |

FICA (MEDICARE)

| | |
|------------------------------|-----------|
| Maximum Taxable Wages | \$160,200 |
| Employee/Employer Tax Rate | 1.45% |
| Add. Tax on Earnings >\$200K | 2.35% |

FUTA (EMPLOYER-PAID)

| | |
|----------------------------|---------|
| Maximum Taxable Wages | \$7,000 |
| Employee/Employer Tax Rate | 6.0% |
| Net Tax Rate | 0.6% |

HEALTH SAVINGS ACCOUNTS

| | |
|-------------------------------|---------------|
| Individual Contribution Limit | Up to \$3,850 |
| Family Contribution Limit | Up to \$7,750 |

FLEXIBLE SPENDING ACCOUNTS

| | |
|-------------------------------|-----------------|
| Individual Contribution Limit | Up to \$3,050 |
| Family Contribution Limit | \$3,050 per FSA |

RATES & LIMITS

| | |
|-----------------------------------|----------|
| 401(k), 403(b), 457 & Roth 401(k) | \$22,500 |
| Simple Plan IRA | \$15,500 |

ADDITIONAL CATCH-UP*

| | |
|-----------------------------------|---------|
| 401(k), 403(b), 457 & Roth 401(k) | \$7,500 |
| Simple Plan IRA | \$3,500 |

**Additional catch-up provision for an employee that reaches the age of 50 by the end of the tax year. To qualify, the catch-up contribution must be an established provision of the company's plan. For more information on your specific pension plan rules, please see your plan administrator.*

Please read our disclaimer [here](#).

primepay.com