

New Mexico - 2023 Quick Wage & Tax Guide



MINIMUM WAGE

Minimum Wage	\$12.00
Minimum Cash Wage (Tipped)	\$3.00
Maximum Tip Credit	\$9.00

*Youth minimum wage is \$12.00.

STATE INCOME TAX

Withholding Tax Rate [Tables](#)

UNEMPLOYMENT INSURANCE

Maximum Taxable Wages	\$30,100
Employee Deduction	None
Employer Tax Rates	0.33-6.4%
New Employer Tax Rates	1.0%

MORE INFORMATION

Taxation & Revenue Dept.: tax.newmexico.gov
 Dept. of Workforce Solutions: dws.state.nm.us

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.

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