2027 Employer Quick Reference

Key Payroll, Tax & Benefit Limits for Employers

Payroll Taxes

Social Security taxable wage base	$192,300
Social Security Tax *(employee and employer)*	6.2% each
Medicare tax *(employee and employer)*	1.45% each
Additional Medicare withholding *(employee only)*	0.9% over $200,000 in wages
FUTA	6.0% on the first $7,000 of wages, *generally 0.6% after the full state credit*

Educational Assistance

Employer-provided educational assistance exclusion	$5,400

Dependent Care Assistance

Annual Limit *(subject to applicable restrictions)*	$7,500

Health Savings Account Limits

HSA contribution: self-only	$4,500
HSA contribution: family	$9,000
HSA catch-up *(age 55+)*	$1,000

Retirement Contributions

*2027 limits pending IRS announcement. Fill in once released. →

2027 annual deferral limit (e.g., 401(k), 403(b)): _____

Key Federal Filing Dates

2026 Forms W-2 *(furnish & file)*	Feb 1, 2027
2026 Form 1099-NEC *(furnish & file)*	Feb 1, 2027
Q4 2026 Form 941 *(quarterly return)*	Feb 1, 2027
2026 Form 940 *(annual FUTA return)*	Feb 1, 2027
Forms 940/941 with timely deposits	Feb 10, 2027
Q1 2027 Form 941	Apr 30, 2027
Q2 2027 Form 941	Aug 2, 2027
Q3 2027 Form 941	Nov 1, 2027
Updated November 2026	*Sources: IRS & SSA*

Employer Compliance Checklist

- ☐ Verify 2027 payroll tax settings (Social Security wage base, Medicare, FUTA)
- ☐ Review & update benefit deductions (HSA, dependent care, educational assistance, etc.)
- ☐ Confirm your actual pay calendar (Check for an extra pay period based on your 27 pay-schedule.)
- ☐ Check work locations for applicable federal requirements (FMLA, E-Verify, etc.)
- ☐ Prepare for 2026 W-2 qualified overtime & tip reporting (OBBBA requirements)

For general informational purposes only. Limits and deadlines are subject to applicable IRS guidance and plan requirements.

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