





EY Payroll NewsFlash Workforce Tax Services

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2023 state disability, paid family and medical leave and long-term care insurance wage base and rates

Six jurisdictions (California, Hawaii, New Jersey, New York, Puerto Rico and Rhode Island) operate state disability insurance (SDI) programs. Another 14 jurisdictions (California, Connecticut, Colorado, Delaware, District of Columbia, Maryland, Massachusetts, New Hampshire, New Jersey, New York, Oregon, Rhode Island, Vermont and Washington) are now operating, or will soon be operating, paid family and medical leave (PFML) insurance programs. Washington is currently the only jurisdiction with a long-term care (LTC) insurance program.

Depending on the jurisdiction, the employee may pay all contributions to the SDI, PFML or LTC program through wage withholding, or the employer and the employee may share the cost of the insurance coverage. Most states allow employers to use a private insurance company or self-insured plan in lieu of paying into the state insurance fund(s).

The following chart shows the state SDI, PFML and LTC rates and taxable wage limits for 2023 based on information currently available.

*Updates to this chart will be available in our **2023 Employment tax rates and limits** report, anticipated to be available in January 2023, and updated throughout the year. You can find the report, once available, [here](#).*

State disability and paid family medical leave insurance
Tax year 2023 (as of December 21, 2022)

State/jurisdiction	Employee contribution	Employer contribution	Taxable wage limit if applicable (1)
California			
Disability	0.9%	None	\$153,164, maximum contribution is \$1,378.48 (note that the wage cap will be removed starting in 2024)
Paid family medical leave insurance	Included in disability	N/A	Included in disability
Connecticut			
Disability	None	None	None
Paid family medical leave insurance	0.5%	None	\$160,200 (2023 Social Security wage limit)
Colorado			
Disability	None	None	None
Paid family medical leave insurance	50% of 0.9% (effective January 1, 2023, for employers of 10 or more, employees pay 50%; if fewer than 10 employees, employees	50% of 0.9% (effective January 1, 2023, employers of 10 or more employees pay 50%; if fewer than 10 employees, employers pay 0%)	\$160,200 (2023 Social Security wage limit)

State disability and paid family medical leave insurance
Tax year 2023 (as of December 21, 2022)

State/jurisdiction	Employee contribution	Employer contribution	Taxable wage limit if applicable (1)
	pay 100%)		
Delaware			
Disability	None	None	None
Paid family medical leave insurance Contributions start in 2025	Employers may deduct 50% of employer contribution	Medical: 0.4%; Family leave: 0.8%; Parental leave: 0.32% (employers with 10 to 24 employees are subject only to parental leave)	Up to the Social Security wage limit
District of Columbia			
Disability	None	None	None
Paid family medical leave insurance	None	0.26% (effective 7-1-2022)	None, payroll tax is on total wages
Hawaii			
Disability	50% of cost but not more than 0.5% of covered weekly wages up to a maximum. The maximum weekly contribution is \$6.59 (There is no state plan. Employers must self-insure or use an approved third-party insurance provider.)	Difference between cost and worker's contribution	\$1,318.48 (weekly)

State disability and paid family medical leave insurance
Tax year 2023 (as of December 21, 2022)

State/jurisdiction	Employee contribution	Employer contribution	Taxable wage limit if applicable (1)
Paid family medical leave insurance	None	None	None
Maryland			
Disability	None	None	None
Paid family medical leave insurance Contributions start October 1, 2023	To be determined	To be determined (Employers with fewer than 15 employees are not required to contribute)	Social Security wage limit
Massachusetts			
Disability	None	None	None
Paid family medical leave insurance	0.63% if 25 or more employees and .318% if fewer than 25 employees (employees pay 100% of family leave portion; if employer of 25 or more employees, 40% of medical insurance portion; otherwise, employee pays 100%)	For employers of 25 or more employees, 60% of medical insurance portion of rate; otherwise, employees pay 100%	\$160,200 (2023 Social Security wage limit)
New Hampshire			
Disability	None	None	None

State disability and paid family medical leave insurance
Tax year 2023 (as of December 21, 2022)

State/jurisdiction	Employee contribution	Employer contribution	Taxable wage limit if applicable (1)
Paid family medical leave insurance	Effective January 1, 2023, employees may opt into the state's Granite State Paid Family Leave Fund	Employers that choose to participate in the program will be entitled to a tax credit, allowed against premiums due, of 50% of the premium that the employer paid for coverage for the tax period at issue	N/A
New Jersey (3)			
Disability	None	New employers pay 0.5% of taxable wages if in state plan; otherwise, experience rating applies. For other employers, experience rates range from 0.1% to 0.75%	\$156,800 (\$41,100 for employers)
Paid family medical leave insurance	0.06%	None	\$156,800
New York			
Disability	0.5% up to: \$0.14 daily \$0.60 weekly \$1.20 biweekly \$1.30 semi-monthly \$2.60 monthly	Balance of costs over employee contributions necessary to provide benefits	None

State disability and paid family medical leave insurance
Tax year 2023 (as of December 21, 2022)

State/jurisdiction	Employee contribution	Employer contribution	Taxable wage limit if applicable (1)
Paid family medical leave insurance	0.455% (maximum of \$399.43 per year)	None	\$1,688.19 (weekly)
Oregon			
Disability	None	None	None
Paid family medical leave insurance	60% of 1.0% (effective 1/1/2023, for employers of 25 or more, employees pay 60%; if fewer than 25 employees, employees pay 100%)	40% of 1.0% (effective 1/1/2023, employers of 25 or more employees pay 40%; if fewer than 25 employees, employers may pay 0%)	\$132,900
Puerto Rico (2)			
Disability	0.3%	0.3%	\$9,000
Paid family medical leave	None	None	None
Rhode Island			
Disability	1.1%	None	\$84,000

State disability and paid family medical leave insurance
Tax year 2023 (as of December 21, 2022)

State/jurisdiction	Employee contribution	Employer contribution	Taxable wage limit if applicable (1)
Paid family medical leave insurance	Included in disability	N/A	Included in disability
Vermont			
Disability	None	None	None
Paid family medical leave insurance Available in 2024	Voluntary	Voluntary	(Estimate \$4.50/week, \$20/month)
Washington			
Disability	None	None	None
Paid family medical leave insurance	72.76% of 0.8% (for those whose employer has fewer than 50 employees, employees pay 100% of the premium)	27.24% of 0.8% (if employer has 50 or more employees, otherwise the employee pays 100% of the premium)	\$160,200 (Social Security wage limit)
Long-term care insurance Contributions start July 1, 2023	0.58% of gross wages (employees can opt out if certain conditions are met)	None	None

Footnotes:

(1) Represents maximum annual earnings unless another period is specified. If no taxable wage base is specified, the tax applies to all covered wages.

(2) Puerto Rico. Not anticipated to change for 2023.

(3) **New Jersey.** Legislation (A 3975) effective January 1, 2020, separated the computation of the temporary disability and family leave insurance taxable wage base from that of the state unemployment insurance taxable wage base.

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