



Pennsylvania
Office of the Budget

MEMO

TO: All Human Resource Directors for
Agencies Serviced by the
Bureau of Commonwealth Payroll Operations (BCPO)

FROM: Stephen R. Burns
Director
Bureau of Commonwealth Payroll Operations

DATE: January 13, 2026

RE: BCPO Payroll Memo #26-01
Federal Withholding Tax (FWT) - 2026
State and Unemployment Tax - 2026

Effective with pay dates on or after February 6, 2026, changes to the FWT tables will take place as follows:

1. The Annual FWT Percentage Method Tables have changed for 2026. Copies of the 2026 annual and bi-weekly tables are attached for your reference.
2. The Annual FWT Allowance remains at \$4,300.00 per allowance, or \$165.38 biweekly. **NOTE:** The annual and biweekly FWT allowance ONLY applies to W4 forms completed prior to 1/1/2020.
3. The flat rate FWT percent will remain at 22 percent.

The withholding for Pennsylvania State Tax remains at 3.07 percent for 2026. The Department of Labor and Industry confirmed that the employee Unemployment Tax will remain at .07 percent for 2026.

This memo and attachments can also be viewed on the [Payroll News & Memos](#) page on the Office of the Budget website. The [FWT schedules](#) are available on the IRS website and Attachment #2 in this memo.

The February 2026 Employee Pay Statement will also reflect these rate changes. Please ensure that all staff responsible for tax inquiries is aware of these changes. If you have any questions, please contact our Payroll Processing division at RA-OBBCPO-PYPROC DIV@pa.gov.

Attachments



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cc: John Kaschak, Deputy Secretary for Comptroller Operations, Office of the Budget
Jason Swarthout, Deputy Secretary for Human Resources and Management
Lisette Lindsay, IES Business Operations Human Resources Manager
Michele Wiest, IES Business Operations Payroll Manager
Bureau Directors

1. Percentage Method Tables for Automated Payroll Systems and Withholding on Periodic Payments of Pensions and Annuities

If you're an employer with an automated payroll system, use Worksheet 1A and the Percentage Method tables in this section to figure federal income tax withholding. This

method works for Forms W-4 for all prior, current, and future years. This method also works for any amount of wages. If the Form W-4 is from 2019 or earlier, this method works for any number of withholding allowances claimed.

If you're a payer making periodic payments of pensions and annuities, use Worksheet 1B and the Percentage Method tables in this section to figure federal income tax withholding. This method works for Forms W-4P for all prior, current, and future years. If a payer is figuring withholding on periodic payments based on a 2021 or earlier Form W-4P, the payer may also figure withholding using the methods described in [section 3](#) and [section 5](#).

Worksheet 1A. Employer's Withholding Worksheet for Percentage Method Tables for Automated Payroll Systems

Table 3		Semiannually	Quarterly	Monthly	Semimonthly	Biweekly	Weekly	Daily
		2	4	12	24	26	52	260
<i>Keep for Your Records</i>								
Step 1. Adjust the employee's payment amount								
1a	Enter the employee's total taxable wages this payroll period							1a \$
1b	Enter the number of pay periods you have per year (see Table 3)							1b
1c	Multiply the amount on line 1a by the number on line 1b							1c \$
If the employee HAS submitted a Form W-4 for 2020 or later, figure the Adjusted Annual Wage Amount as follows.								
1d	Enter the amount from Step 4(a) of the employee's Form W-4							1d \$
1e	Add lines 1c and 1d							1e \$
1f	Enter the amount from Step 4(b) of the employee's Form W-4							1f \$
1g	If the box in Step 2 of Form W-4 is checked, enter -0-. If the box is not checked, enter \$12,900 if the taxpayer is married filing jointly or \$8,600 otherwise							1g \$
1h	Add lines 1f and 1g							1h \$
1i	Subtract line 1h from line 1e. If zero or less, enter -0-. This is the Adjusted Annual Wage Amount							1i \$
If the employee HAS NOT submitted a Form W-4 for 2020 or later, figure the Adjusted Annual Wage Amount as follows.								
1j	Enter the number of allowances claimed on the employee's most recent Form W-4							1j
1k	Multiply line 1j by \$4,300							1k \$
1l	Subtract line 1k from line 1c. If zero or less, enter -0-. This is the Adjusted Annual Wage Amount							1l \$
Step 2. Figure the Tentative Withholding Amount								
based on the employee's Adjusted Annual Wage Amount; filing status (Step 1(c) of the 2020 or later Form W-4) or marital status (line 3 of Form W-4 from 2019 or earlier); and whether the box in Step 2 of 2020 or later Form W-4 is checked.								
Note: Don't use the Head of Household table if the Form W-4 is from 2019 or earlier.								
2a	Enter the employee's Adjusted Annual Wage Amount from line 1i or 1l above							2a \$
2b	Find the row in the appropriate Annual Percentage Method table in which the amount on line 2a is at least the amount in column A but less than the amount in column B, then enter here the amount from column A of that row							2b \$
2c	Enter the amount from column C of that row							2c \$
2d	Enter the percentage from column D of that row							2d %
2e	Subtract line 2b from line 2a							2e \$
2f	Multiply the amount on line 2e by the percentage on line 2d							2f \$
2g	Add lines 2c and 2f							2g \$
2h	Divide the amount on line 2g by the number of pay periods on line 1b. This is the Tentative Withholding Amount							2h \$
Step 3. Account for tax credits								
3a	If the employee's Form W-4 is from 2020 or later, enter the amount from Step 3 of that form; otherwise, enter -0-							3a \$
3b	Divide the amount on line 3a by the number of pay periods on line 1b							3b \$
3c	Subtract line 3b from line 2h. If zero or less, enter -0-							3c \$
Step 4. Figure the final amount to withhold								
4a	Enter the additional amount to withhold from the employee's Form W-4 (Step 4(c) of the 2020 or later form, or line 6 on earlier forms)							4a \$
4b	Add lines 3c and 4a. This is the amount to withhold from the employee's wages this pay period							4b \$

2026 Percentage Method Tables for Automated Payroll Systems and Withholding on Periodic Payments of Pensions and Annuities

STANDARD Withholding Rate Schedules (Use these if the Form W-4 is from 2019 or earlier, or if the Form W-4 is from 2020 or later and the box in Step 2 of Form W-4 is NOT checked. Also, use these for Form W-4P from any year.)					Form W-4, Step 2, Checkbox, Withholding Rate Schedules (Use these if the Form W-4 is from 2020 or later and the box in Step 2 of Form W-4 IS checked.)				
If the Adjusted Annual Wage Amount on Worksheet 1A or the Adjusted Annual Payment Amount on Worksheet 1B is:					If the Adjusted Annual Wage Amount on Worksheet 1A is:				
At least—	But less than—	The tentative amount to withhold is:	Plus this percentage—	of the amount that the Adjusted Annual Wage or Payment exceeds—	At least—	But less than—	The tentative amount to withhold is:	Plus this percentage—	of the amount that the Adjusted Annual Wage exceeds—
A	B	C	D	E	A	B	C	D	E
Married Filing Jointly					Married Filing Jointly				
\$0	\$19,300	\$0.00	0%	\$0	\$0	\$16,100	\$0.00	0%	\$0
\$19,300	\$44,100	\$0.00	10%	\$19,300	\$16,100	\$28,500	\$0.00	10%	\$16,100
\$44,100	\$120,100	\$2,480.00	12%	\$44,100	\$28,500	\$66,500	\$1,240.00	12%	\$28,500
\$120,100	\$230,700	\$11,600.00	22%	\$120,100	\$66,500	\$121,800	\$5,800.00	22%	\$66,500
\$230,700	\$422,850	\$35,932.00	24%	\$230,700	\$121,800	\$217,875	\$17,966.00	24%	\$121,800
\$422,850	\$531,750	\$82,048.00	32%	\$422,850	\$217,875	\$272,325	\$41,024.00	32%	\$217,875
\$531,750	\$788,000	\$116,896.00	35%	\$531,750	\$272,325	\$400,450	\$58,448.00	35%	\$272,325
\$788,000		\$206,583.50	37%	\$788,000	\$400,450		\$103,291.75	37%	\$400,450
Single or Married Filing Separately					Single or Married Filing Separately				
\$0	\$7,500	\$0.00	0%	\$0	\$0	\$8,050	\$0.00	0%	\$0
\$7,500	\$19,900	\$0.00	10%	\$7,500	\$8,050	\$14,250	\$0.00	10%	\$8,050
\$19,900	\$57,900	\$1,240.00	12%	\$19,900	\$14,250	\$33,250	\$620.00	12%	\$14,250
\$57,900	\$113,200	\$5,800.00	22%	\$57,900	\$33,250	\$60,900	\$2,900.00	22%	\$33,250
\$113,200	\$209,275	\$17,966.00	24%	\$113,200	\$60,900	\$108,938	\$8,983.00	24%	\$60,900
\$209,275	\$263,725	\$41,024.00	32%	\$209,275	\$108,938	\$136,163	\$20,512.00	32%	\$108,938
\$263,725	\$648,100	\$58,448.00	35%	\$263,725	\$136,163	\$328,350	\$29,224.00	35%	\$136,163
\$648,100		\$192,979.25	37%	\$648,100	\$328,350		\$96,489.63	37%	\$328,350
Head of Household					Head of Household				
\$0	\$15,550	\$0.00	0%	\$0	\$0	\$12,075	\$0.00	0%	\$0
\$15,550	\$33,250	\$0.00	10%	\$15,550	\$12,075	\$20,925	\$0.00	10%	\$12,075
\$33,250	\$83,000	\$1,770.00	12%	\$33,250	\$20,925	\$45,800	\$885.00	12%	\$20,925
\$83,000	\$121,250	\$7,740.00	22%	\$83,000	\$45,800	\$64,925	\$3,870.00	22%	\$45,800
\$121,250	\$217,300	\$16,155.00	24%	\$121,250	\$64,925	\$112,950	\$8,077.50	24%	\$64,925
\$217,300	\$271,750	\$39,207.00	32%	\$217,300	\$112,950	\$140,175	\$19,603.50	32%	\$112,950
\$271,750	\$656,150	\$56,631.00	35%	\$271,750	\$140,175	\$332,375	\$28,315.50	35%	\$140,175
\$656,150		\$191,171.00	37%	\$656,150	\$332,375		\$95,585.50	37%	\$332,375