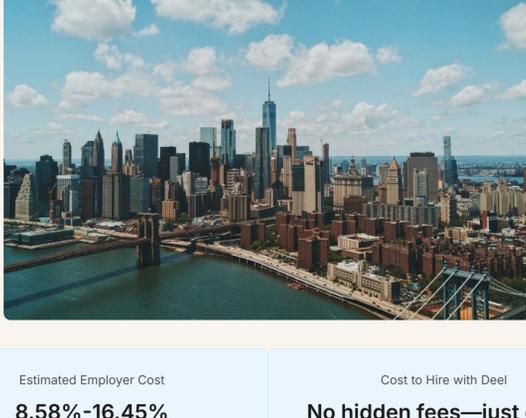


# Hire Employees in the United States, Hassle-Free

With Deel, your business can easily hire people in the United States. No more worrying about local laws, complex tax systems, or managing international payroll. We handle it all across 150+ countries.



Estimated Employer Cost

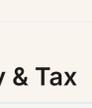
**8.58%-16.45%**

Cost to Hire with Deel

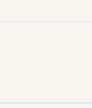
**No hidden fees—just clear, upfront pricing.**

[View pricing details](#)

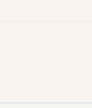
## Key Facts



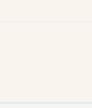
**Capital:**  
Washington, D.C.



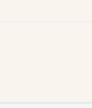
**Currency:**  
US Dollar (USD)



**Language(s):**  
English



**Payroll Cycle:**  
Semi-Monthly



**Avg. Onboarding Time:**  
1 day(s)

## Pay & Tax

### Minimum Wage Requirements

Deel Company policy is that we only accept exempt or salaried workers. The Federal minimum wage is currently \$35,568 for exempt/salaried workers. There are 5 states where the salary minimum wage is higher than the Federal minimum wage. These states are California, Colorado, Maine, New York, and Washington. Employees residing in these 5 states must have annual salaries that are at least the same amount as the state minimum wage. Employees residing in other states must have annual salaries at least the same amount as the Federal minimum wage.

### Individual Income Tax

The national (federal) minimum wage is USD 7.25 per hour or USD 1,160 per month. There is additional state-by-state minimum wage laws

Tax Rate	Single Filer	Married Filing Joint Return	Head of Household
10%	USD 0 - 11,600	USD 0 - 23,200	USD 0 - 16,550
12%	USD 11,601 - 47,150	USD 22,001 - 94,300	USD 16,551 - 63,100
22%	USD 47,151 - 100,525	USD 94,301 - 201,050	USD 63,101 - 100,500
24%	USD 100,526 - 191,150	USD 201,051 - 383,900	USD 100,501 - 191,950
32%	USD 191,151 - 243,725	USD 383,901 - 487,450	USD 191,951 - 243,700
35%	USD 243,726 - 609,350	USD 487,451 - 731,200	USD 243,701 - 609,350
37%	USD 609,351 and up	USD 731,201 and up	USD 609,351 and up
Standard Deduction	USD 14,600	USD 29,200	USD 21,900

### Employer Cost Details

The employer cost is generally estimated at 8.58%-16.45% (depending on the state) of the employee salary.

- Social security - 6.2% up to a yearly limit of USD 10,918.20
- Medicare - 1.45%
- Federal Unemployment - 0.60% up to a yearly limit of USD 42
- State Unemployment - 0.08%-7.95% with yearly limits based on the state
- Worker's Compensation - 0.25%-0.30%
- Payroll Tax (California only) - 0.38%

These costs are provided as estimates and are intended solely for general informational purposes. To fully comprehend all associated costs and fees related to the terms of any employment agreement for this country, please contact our Sales team for a quote.

### Working Hours & Overtime

Standard working hours are 8 hours per day, 40 hours per week. The standard work week is from Monday to Friday.

Overtime payment is mandatory for certain types of work and roles at both the Federal level under The Fair Labor Standards Act (FLSA) and in certain states. Certain roles and types of work may, however, be exempt from mandatory overtime requirements. For these exempt roles, Overtime is considered included in the salary.

Deel does not support positions that require the calculation of overtime (non-exempt).

## Leave Policy

### Maternity Leave

In the US, pregnancy is a specific qualifying criteria for protected unpaid leave under Federal law with the Family and Medical Leave Act (FMLA). Under the FMLA, pregnant employees are entitled to 12 weeks of unpaid leave. This leave must be contiguous unless otherwise granted by an employer.

Employees are eligible for FMLA leave if:

- They have worked for their employer for at least 12 months
- Have worked for their employer at least 1,250 hours over the past 12 months
- Work at a location where the employer employs 50 or more employees within 75 miles

### Paternity Leave

In the US, there are no specific Federal paternity regulations outside of the parental leave granted in the Family and Medical Leave Act (FMLA).

### Parental Leave

In the US, Federal law allows for parental leave under the Family and Medical Leave Act (FMLA). Either or both parents can go on family leave within the first year after the adoption or birth of a child. Employees are entitled to 12 weeks of unpaid leave. This leave must be contiguous unless otherwise granted by an employer.

Employees are eligible for FMLA leave if:

- They have worked for their employer for at least 12 months
- Have worked for their employee at least 1,250 hours over the past 12 months
- Work at a location where the employer employs 50 or more employees within 75 miles

### Sick Leave

In the US, sick leave is covered under the Family and Medical Leave Act (FMLA) and only applies to serious illnesses. The FMLA provides up to 12 weeks of unpaid leave for an employee.

Employees are eligible for FMLA leave if:

- They have worked for their employer for at least 12 months
- Have worked for their employee at least 1,250 hours over the past 12 months
- Work at a location where the employer employs 50 or more employees within 75 miles

To qualify as serious illness, either the employee or a member of the employee's immediate family must have an illness, injury, impairment, or physical or mental condition that involves either:

- Inpatient care in a hospital, hospice, or residential medical care facility
- Continuing treatment by a health care provider.

## Termination

### Termination Requirements

Terminations must respect complex rules and the rules of an employee's employment country. The off-boarding is always handled by the Employer with the primary stakeholders. It may include ad-hoc fees as well as required or recommended steps on specific termination cases.

Every Federal, State, and City ordinance must be followed by employers while dismissing a worker. Termination cost might include Consolidated Omnibus Budget Reconciliation Act of 1985 (COBRA), which is a federal law that allows employees to continue with their health insurance while unemployed.

### Notice Period

Employment at will means that both parties can terminate the contract at any time. However, the common practice in the USA is to give 2 weeks' notice.

### Severance

There are no statutory severance provisions in the USA.

## Statutory Time Off

### Paid Time Off (Vacation)

While there is no federal requirement to pay employees for time off such as vacations and holidays, Deel employees in the US are entitled to a minimum of 15 days Paid Time Off (PTO). This entitlement is for vacation and sick leave.

### Public Holidays

Deel observes 6 commonly recognized holidays in the United States. There are also 5 holidays that are recognised by the Federal Reserve, and employers have the choice whether to offer these days off based on what works best for the employee and the employer's business needs.

Deel recognizes the following holidays, which are commonly recognized and most businesses except retail and hospitality close:

- New Year's Day: January 1
- Memorial Day: Last Monday in May
- Independence Day: July 4
- Labor Day: First Monday in September
- Thanksgiving Day: Fourth Thursday in November
- Christmas Day: December 25

The following holidays are recognised by the Federal Reserve, where the Federal Reserve and most banks close, and employees of the Federal government are given a day off:

- Martin Luther King Jr. Day: Third Monday in January
- President's Day: Third Monday in February
- Juneteenth: June 19
- Columbus Day: Second Monday in October
- Veteran's Day: November 11

## Onboarding & Contracts

### Onboarding Process

Onboarding can take 1 business day, provided that the employee has submitted all the required compliance documents on platform and that the employee and clients have signed the employment agreement, MSA, and SOW. Enrollment in health insurance will be done within the first week of employment.

Enrollment in health insurance is required.

We are able to accept part-time EORs in the USA.

### Employment Contract Details

Contracts must be in English and can be bilingual. They must be in writing and signed by both parties.

A contract must include:

- Name
- Start date
- Contract term
- Job role
- Job description
- Place of work
- Manager
- Employment type
- Holidays/leaves
- Salary
- Payment terms
- Termination

### Probation Period

Probation periods are not statutory in the USA because there is at-will employment. We do not accept probation period for the US.

## Benefits

Common benefits provided or mandated in the United States include:

- Federal Unemployment
- Medicare
- Social Security
- State Unemployment
- Workers Compensation Insurance
- Pension - Fidelity
- Private Healthcare

## Ready to Hire in the United States?

Deel has everything you need to compliantly hire, pay, and manage teams. Trusted by 35,000+ companies to manage local contracts, taxes, benefits, equipment, and more.

[Request a Demo](#)

Disclaimer: This guide is provided for general informational purposes. While we strive to keep the content current and accurate, regulations, data, and facts may change over time.

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