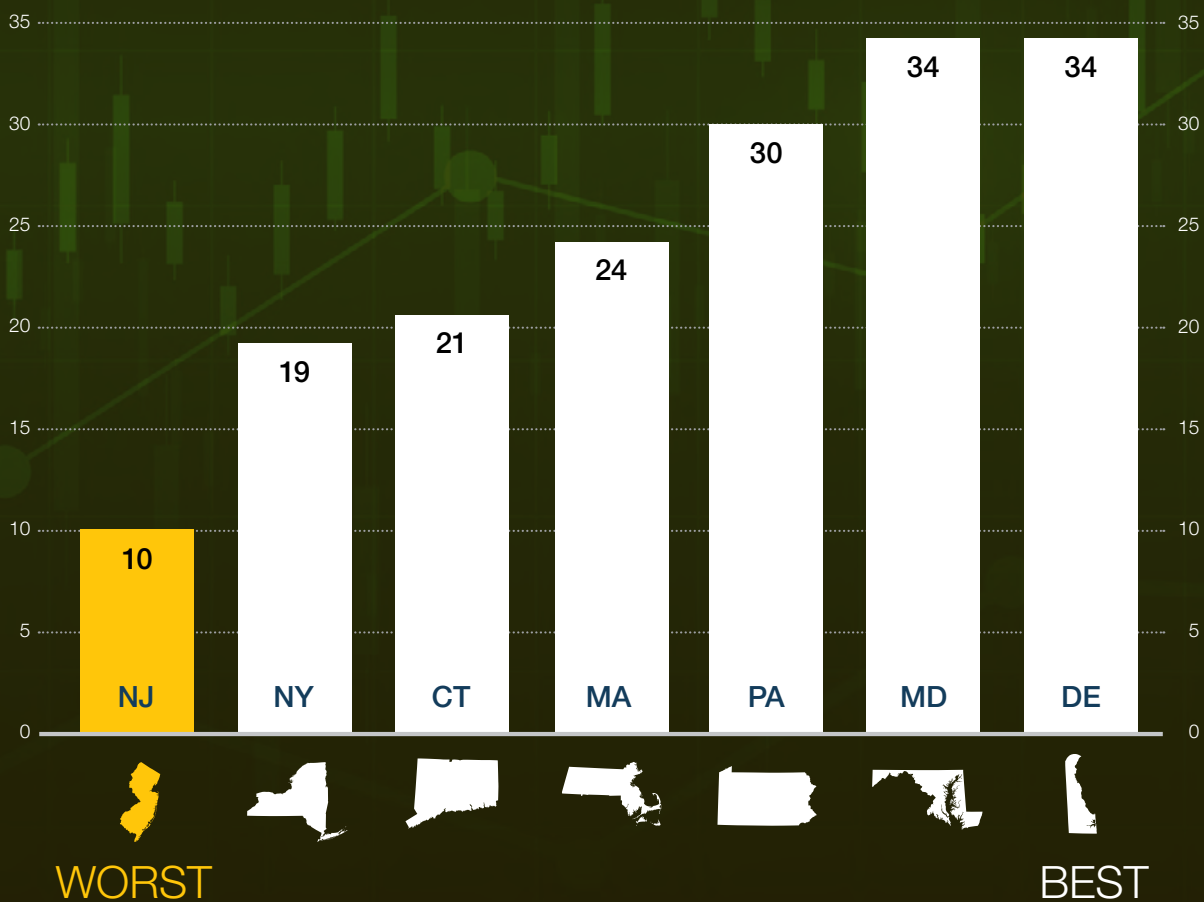


2024 Regional Business Climate

New Jersey Remains Worst in the Region

METHODOLOGY: NJBIA scored the regional rates from 1 (least competitive in the region) to 7 (most competitive). Overall, the higher the total points, the more competitive a state is. New Jersey's cumulative regional business climate score was 10 after totaling the six categories, ranking seventh in the region. Delaware and Maryland scored the highest at 34.

Overall Regional Business Climate Score



RELEASED: MARCH 2024

2024 Regional Business Climate

New Jersey Remains Worst in the Region

NJBIA tracked six individual business costs and metrics – minimum wage rate, top income tax rate, top corporate tax rate, sales tax rate, property taxes as a percentage of personal income, and the maximum unemployment insurance tax contribution per employee – and compared New Jersey’s rates with those of Connecticut, Delaware, Maryland, Massachusetts, New York and Pennsylvania.

2024 Regional Rates

■ HIGHEST ■ LOWEST

State	Minimum Wage Rate	Top Income Tax Rate	Top Corporate Tax Rate	State Sales Tax Plus Avg. Local Rate [‡]	Property Tax Paid as a % of Personal Income	Maximum UI Contribution Per Employee [§]
Connecticut	\$15.69	6.99%	8.25%*	6.35%	4.07%	\$990.0
Delaware	\$13.25	6.60%	8.70%	0.00%	1.75%	\$588.0
Maryland	\$15.00	5.75%	8.25%	6.00%	2.68%	\$892.5
Massachusetts	\$15.00	9.00%	8.00%	6.25%	3.45%	\$2,935.5
New Jersey	\$15.13	10.75%	9.00%[†]	6.61%	4.76%	\$2,630.4
New York	\$15.00	10.90%	7.25%	8.53%	4.48%	\$1,217.7
Pennsylvania	\$7.25	3.07%	8.49%	6.34%	2.69%	\$1,037.0

Footnotes:

* Includes a 10% surtax that effectively raises the state’s 7.5% rate to a maximum rate of 8.25%.

† The Governor’s proposed FY25 budget includes a potentially retroactive Corporate Transit Fee which would effectively raise New Jersey’s maximum rate to 11.5%.

‡ Combined rate, as measured by the Tax Foundation, accounts for states where local sales taxes are applied in addition to state rates.

§ Calculated by multiplying the state’s taxable wage base and maximum tax rate.

Sources:

- United States Department of Labor, State Minimum Wage Laws Database
- Tax Foundation (2023). 2024 State Business Tax Climate Index
- State Government Websites

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