



# 2012 Fast Wage and Tax Facts

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[www.adp.com/tools-and-resources/compliance-connection/state-taxes/2012-fast-wage-and-tax-facts.aspx](http://www.adp.com/tools-and-resources/compliance-connection/state-taxes/2012-fast-wage-and-tax-facts.aspx)

## FEDERAL

Agency websites:

- Internal Revenue Service: [www.irs.gov](http://www.irs.gov)
- Social Security Administration: [www.ssa.gov](http://www.ssa.gov)
- U.S. Dept. of Labor: [www.dol.gov](http://www.dol.gov)

	Effective 7/24/08	Effective 7/24/09
<b>Minimum Wage</b>	\$6.55	\$7.25
<b>Minimum Cash Wage</b>	\$2.13	\$2.13
<b>Wage (Tipped Employee)</b>		
<b>Maximum Tip Credit</b>	\$4.42	\$5.12
<b>Youth Sub-Minimum Wage</b>	\$4.25	\$4.25

## FICA (Social Security)

Maximum Taxable Earnings: \$110,100  
(Increased from \$106,800 in 2011)

ER Tax Rate: 6.2%  
(Unchanged from 2011)

EE Tax Rates:

Eff. 01/01/12 – 02/29/12 4.2%

Eff. 03/01/12 6.2%

(Tax rate was 4.2% in 2011)

Self-Employment Tax Rates:

Eff. 01/01/12 – 02/29/12 10.4%

Eff. 03/01/12 12.4%

(Tax rate was 10.4% in 2011)

## FICA (Medicare)

Maximum Taxable Earnings: No Limit

EE / ER Tax Rates: 1.45%

Maximum Tax: No Limit

Self-Employment Tax: 2.9%

## FUTA (Employer-Paid)

Maximum Taxable Earnings: \$7,000

Percent of Taxable Wages: 6.0%

Maximum Credit: 5.4%

Normal Net Tax: 0.6%

## Supplemental Wage/Bonus Rate

Flat rate withholding method: 25%

Pay over \$1 Million: 35%

## MICHIGAN

Agency websites:

- Dept. of Treasury: [www.michigan.gov/treasury](http://www.michigan.gov/treasury)
- Dept. of Labor & Economic Growth: [www.michigan.gov/dleg](http://www.michigan.gov/dleg)

	Effective 7/01/07	Effective 7/01/08
<b>Minimum Wage</b>	\$7.15	\$7.40
<b>Minimum Cash Wage</b>	\$2.65	\$2.65
<b>(Tipped Employee)</b>		
<b>Maximum Tip Credit</b>	\$4.50	\$4.75

## State Income Tax

Wage Withholding: Wage %

Supplemental Wage/Bonus Rate: 4.35%

## Unemployment Insurance

Maximum 2012 Taxable Earnings: \$9,500  
(Increased from \$9,000 in 2011)

Employee Deduction: None

Employer 2012 Tax Rates: 0.06 - 10.3%  
(Plus solvency tax imposed on negative-balanced employers)

Standard 2012 New Employer Rate: 2.7%

Voluntary Contribution Permitted: Yes

## Disability Insurance

Employee Deduction: None

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