



2012 Fast Wage and Tax Facts

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FEDERAL

Agency websites:

- Internal Revenue Service: www.irs.gov
- Social Security Administration: www.ssa.gov
- U.S. Dept. of Labor: www.dol.gov

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

WASHINGTON

Agency website

- Dept. of Labor & Industries: <http://www.lni.wa.gov/>

	Effective 1/1/09	Effective 1/1/11	Effective 1/1/12
Minimum Wage	\$8.55	\$8.67	\$9.04
<small>(Applies to workers in both agricultural and non-agricultural jobs, although 14- and 15-year-olds may be paid 85% of the adult minimum wage, or \$7.6840 per hour in 2012)</small>			
Minimum Cash Wage (Tipped Employee)	\$8.55	\$8.67	\$9.04
Maximum Tip Credit	None	None	None

State Income Tax

Wage Withholding: None

Unemployment Insurance

Maximum 2012 Taxable Earnings: \$38,200
(Increased from \$37,300 in 2011)

Employee Deduction: None

Employer 2012 Tax Rates: .17 – 7.85%
(Includes applicable employment administrative fund tax and socialized tax)

Standard 2012 New Employer Rate: **IND AVG**

Voluntary Contribution Permitted: Yes

Disability Insurance

Employee Deduction: None

Workers' Compensation

Employer and Employee EACH contributes to the premium. Employee pays ½ of both the medical-aid rate and supplemental pension fund (SPF) rate per hour worked. Employer and Employee each pay \$0.0466/per hour for SPF in 2012.

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