



# 2012 Fast Wage and Tax Facts

Published 1/6/2012. For the most current information, visit us at:

[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 (Tipped Employee)</b>	\$2.13	\$2.13
<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 Rate: 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%

## TEXAS

Agency website:

- Workforce Commission: [www.twc.state.tx.us](http://www.twc.state.tx.us)

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

## State Income Tax

Wage Withholding: None

Supplemental Wage/Bonus Rate: None

## Unemployment Insurance

Maximum 2012 Taxable Earnings: \$9,000

(Unchanged from \$9,000 in 2011)

Employee Deduction: None

Employer 2012 Tax Rates: 0.61 – 7.58%

(Includes 0.10% Employment & Training Investment Assessment, 0.17% obligation assessment and 0.42% replenishment tax ratio)

Standard 2012 New Employer Rate: 2.7%

Voluntary Contribution Permitted: Yes

## Disability Insurance

Employee Deduction: None

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