



# 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>Min. Cash Wage</b>	\$2.13	\$2.13
<b>(Tipped Employee)</b>		
<b>Max. Tip Credit</b>	\$4.42	\$5.12
<b>Youth Sub-</b>	\$4.25	\$4.25
<b>Minimum Wage</b>		

## 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%

## COLORADO

Agency websites:

- Dept. of Revenue: [www.revenue.state.co.us/main/home.asp](http://www.revenue.state.co.us/main/home.asp)
- Dept. of Labor: <http://www.colorado.gov/cs/Satellite/CDLE-LaborLaws/CDLE/1240336908932>

	Effective 1/1/10	Effective 1/1/11	Effective 1/1/12
<b>Minimum Wage</b>	\$7.24	\$7.36	\$7.64
<b>Minimum Cash Wage</b>	\$4.22	\$4.34	\$4.62
<b>(Tipped Employee)</b>			
<b>Maximum Tip Credit</b>	\$3.02	\$3.02	\$3.02

## State Income Tax

Wage Withholding: Table

Supplemental Wage/Bonus Rate: 4.63%

## Unemployment Insurance

Maximum 2012 Taxable Earnings: \$11,000  
(Increased from \$10,000 in 2011)

Employee Deduction: None

Employer 2012 Tax Rates: 1.0 – 11.02%  
(Includes a 0.22% surcharge, except for zero balance employers; plus a variable solvency tax surcharge)

Standard 2012 New Employer Rate: 2.52%  
(Includes a 0.22% surcharge and solvency tax surcharge of 0.6%)

Voluntary Contribution Permitted: Yes

## Disability Insurance

Employee Deduction: None

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