



# 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</b>	\$2.13	\$2.13
<b>(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 Rate:

Eff. 01/01/12 – 02/29/12 4.2%

Eff. 03/01/12 and thereafter 6.2%  
(EE Tax Rate was 4.2% in 2011)

Self-Employment Tax Rate:

Eff. 01/01/12 – 02/29/12 10.4%

Eff. 03/01/12 and thereafter 12.4%  
(Self-Employment tax was 10.4% in 2011)

## FICA (Medicare)

Maximum Taxable Earnings: No Limit

EE / ER Tax Rate: 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%

## NEW JERSEY

Agency websites:

- Division of Taxation: [www.state.nj.us/treasury/taxation/](http://www.state.nj.us/treasury/taxation/)
- Dept. of Labor: <http://lwd.dol.state.nj.us/labor/>

	Eff 10/1/06	Eff 7/24/09
<b>Minimum Wage</b>	\$7.15	\$7.25
<b>Minimum Cash Wage</b>	\$2.13	\$2.13
<b>(Tipped Employee) ("Suggested" by State)</b>		
<b>Maximum Tip Credit</b>	\$5.02	\$5.12

## State Income Tax

Wage Withholding: Table

Supplemental Wage/ Bonus Rate:  
No provision, but for pay over  
\$500,000 withhold at 9.9%

## Unemployment Insurance

Maximum 2012 Taxable Earnings: \$30,300  
(Increased from \$29,600 in 2011)

Employee 2012 Deduction Rate: 0.505%

- Workforce Development / Supplemental Workforce 0.0425%
- UI Fund 0.3825%
- Family Leave Insurance 0.0800%

Max. 2012 Employee Deduction: \$153.02

Employer FY12 Tax Rates: 0.6 - 6.4%

Standard FY12 New Employer Rate: 3.1%  
(UI=2.9825% + WF/SWF=.1175%)

Voluntary Contribution Permitted: Yes

## Disability Insurance

Maximum 2012 Taxable Earnings: \$30,300

Employee 2012 Deduction Rate: 0.2%

Max. 2012 Employee Deduction: \$60.60

New Employer 2012 Rate: 0.5%  
(Rates for all other employers determined by claims experience)

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