



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	\$2.13	\$2.13
Wage (Tipped Employee)		
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 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%

OHIO

Agency websites:

- Dept. of Taxation: www.tax.ohio.gov
- Division of Labor: www.com.ohio.gov/laws

	Effective 7/24/09	Effective 1/1/11	Effective 1/1/12
If annual sales are more than \$283,000 effective 1/1/12:			
Minimum Wage	\$7.25	\$7.40	\$7.70
Minimum Cash Wage (Tipped Employee)	\$3.85	\$3.70	\$3.85
Maximum Tip Credit	\$3.85	\$3.70	\$3.85

	Effective 1/1/12:	Effective 1/1/11	Effective 1/1/12
If annual sales are \$283,000 or less effective 1/1/12:			
Minimum Wage	\$6.55	\$7.25	\$7.25
Minimum Cash Wage (Tipped Employee)	\$2.13	\$2.13	\$2.13
Maximum Tip Credit	\$4.42	\$5.12	\$5.12

State Income Tax

Wage Withholding: Table

Supplemental Wage/Bonus Rate: 3.5%

Unemployment Insurance

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

Employee Deduction: None

Employer 2012 Tax Rates: 0.7 – 11.4%
(Includes 0.4% mutualized tax)

Standard 2012 New Employer Rate: 2.7%

Voluntary Contribution Permitted: Yes

Disability Insurance

Employee Deduction: None

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